The Society of the
Plastics Industry, Inc.

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LaborSurvey

Forty Second Edition (1980)

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Plastics Processing Companies

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HIGHLIGHTS OF THE SURVEY

The forty-second Labor Survey summarizes the information submitted by 276 companies from 34 states and Canada. The companies employed approximately 27,000 workers as of September 30, 1980, the effective date of the survey. A classification of companies by region and state is shown below:

Region	State	Number of Firms
1	Connecticut	7
	Massachusetts	9
	New Hampshire	2
	Rhode Island	2
	Vermont	3
	Total	23
2	New Jersey (N.Y. area)	4
	New York (Metro)	7
	Total	11
3	Delaware	3
	Maryland	2
	New York (Upstate)	3
	Pennsylvania	9
	Total	28
4	Alabama	1
	Florida	1
	Georgia	5
	Kentucky	2
	North Carolina	9
	South Carolina	2
	Tennessee	4
	Virginia	5
	Total	29
5 & 6	Illinois (Excl.) Chicago	9
	Indiana	12
	Michigan	20
	Ohio (Cincinnati Dayton)	4
	Ohio	25
	Wisconsin	17
	Total	87

Region	State	Number of Firms
7	Illinois (Chicago area)	20
	Total	20
8		
	Kansas	2
	Minnesota	14
	Missouri	6
	Nebraska	1
	Total	23
9		
	Oklahoma	1
	Texas	14
	Total	15
10		
	Colorado	5
	Montana	1
	Total	6
11		
	Oregon	4
	Washington	3
	Total	7
12		
	Northern California	5
	Total	5
13	Southern California	20
	Total	20
OTHER	Canada	2
	Total	2
	Grand Total	276

Some of the interesting features of the survey are summarized below:

1. The index number series of wages in the plastics industry since 1968:

Effective Date	Index of Wages (1968 = 100)
August 31, 1968	100.0
September 30, 1969	106.0
July 31, 1970	113.6
December 31, 1971	125.0
None—1972	No Survey
June 30, 1973	131.3
October 1, 1974	145.5
October 31, 1975	166.3
September 30, 1976	176.1
September 30, 1977	196.5
September 30, 1978	204.1
September 30, 1979	215.6
September 30, 1980	228.5

2. Average straight-time earnings increased for 49 out of the 54 jobs that were also reported in the 1979 report. The increases were distributed as follows:

Increases in Hourly Wages	
Less than 5%	—14
5—9.9%	—10
10—14.9%	—17
15—19.9%	— 6
20 & Over	— 2
Total	—49

There were decreases in the 5 remaining jobs, largely attributable to the fact that firms participating this year but not last year reported very low salaries for these jobs.

3. The average rate of turnover decreased to 33.1 per cent, the same level as in 1978 after a rather sharp increase in 1979.

4. Fringe benefits as a percentage of hourly wage rates decreased to 35.9 per cent from 37.5 per cent in 1979.

5. The average monthly wages of salaried employees increased for all of the 13 positions. The increases were distributed as follows:

Increases in Salaried Wages	
Less than 5% —	3
5—9.9% —	6
10—14.9% —	3
Over 15% —	1
Total	13

6. The proportion of firms offering Christmas bonuses and other incentive plans to salaried employees decreased for the first time in several years. Christmas bonuses were given by 41.6 per cent of reporting firms compared to 48.8 per cent a year ago. Profit-sharing decreased to 47.8 per cent from 50.0 per cent in 1979. Among hourly employees, however, the proportion of firms giving Christmas bonuses increased for the first time in many years from 38.9 per cent to 39.6 per cent.

7. The proportion of unionized firms increased from 34.2 per cent in 1979 to 35.6 per cent in 1980. Among firms with union contracts, 29.5 per cent had a cost-of-living clause compared to 28.9 per cent a year ago.

8. The proportion of firms paying in full or in part for certain fringe benefits still continues to increase. Thus, 54.6 per cent of firms had pension plans in 1980 compared to 45.7 per cent in 1949; income protection plans increased from 49.2 per cent in 1979 to 53.5 per cent in 1980; dental plans are now provided by 26.9 per cent of firms compared to only 17. 9 per cent in 1979.

9. There seems to be a lengthening in the weeks allowed for paid vacations. For example, 19.9 per cent of reporting firms now provide four weeks vacation compared to only 12.2 per cent a year ago.

This study was prepared under the direction of the SPI Financial Management Committee. Dr. Ernest Kurnow of New York University compiled the statistical information and prepared the report for publication.

About the Financial Management Committee

The Financial Management Committee is comprised of executives from raw materials and plastics processing firms located throughout the United States. Each representative has an extensive background in manufacturing, finance, credit or accounting. The group meets regularly during the year to discuss industry problems and monitor the various survey programs.

At present, the Committee conducts annual and biennial surveys among the Society's plastic processing companies. In addition to this Labor Survey, they sponsor a Financial and Operating Ratios Survey and a Salary Survey.

Besides the survey work, this group also sponsors workshops, conducts seminars and runs conferences for other Operating Units of the Society.

The Committee recently completed a major project the development of a four-volume "Financial Management Manual For Plastics Processors." Volume I covers Manufacturing Cost control; Volume II pertains to Cost Estimating & Pricing; Volume III has to do with Planning (Budgeting, Cash Management, Capital Investment, etc.); and Volume IV refers to Materials Management. The Manual is available for sale through the Society.

For more information on how to become an active member of this important Committee, write to the Staff Director, Financial Management Committee, The Society of the Plastics Industry, 355 Lexington Avenue, New York, N.Y. 10017.

PLANT STATISTICS

REGION	Companies Reporting	Total Employees	PLANT SIZE BY EMPLOYEES							HOURS WORKED PER WEEK		
			1 to 49	50 to 99	100 to 199	200 to 299	300 to 399	400 to 499	500 and over	Low	Avg.	High
1	23	2,491	7	6	9	-	-	-	1	40	120	168
2	11	592	5	5	1	-	-	-	-	45	120	168
3	28	3,446	13	7	4	2	1	-	1	40	128	168
4	29	2,197	15	4	9	1	-	-	-	40	120	172
5 & 6	84	10,964	28	21	22	8	2	-	3	40	120	168
7	20	1,498	7	4	9	-	-	-	-	16	120	144
8	23	2,575	8	7	4	3	-	-	1	40	120	168
9 & 10	15	935	11	7	3	-	-	-	-	40	120	168
11 & 12	12	538	7	4	1	-	-	-	-	40	102	168
13	20	1,503	9	7	2	2	-	-	-	18	120	168
Total	271	26,739	110	72	64	16	3	-	6	16	120	172
1979	252	27,731	97	62	60	16	7	1	7	8	120	168

UNION STATISTICS

REGION	UNIONIZED			LENGTH OF CONTRACT							WAGE REOPENER CLAUSE			MONTH OF CONTRACT EXPIRATION												YEAR OF CONTRACT EXPIRATION					COST OF LIVING INCREASES			BASED ON CHANGES IN CONSUMER PRICE INDEX											
																																				MAXIMUM INCREASE PER HOUR										
	Yes	No	N.A.	1 Year	13 Months	18 Months	2 Years	3 Years	5 Years	N.A.	Yes	No	N.A.	Jan.	Feb.	Mar.	Apr.	May	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	N.A.	1980	1981	1982	1983	1984	Yes	No	N.A.	.10	.13	.15	.16	.17	.24	.25	.50	No. Max. Increase	N.A.
1	8	15	-	-	-	-	1	6	-	1	-	7	1	1	1	1	-	1	1	1	-	-	1	-	-	1	1	1	4	1	-	1	5	2	-	-	-	-	1	-	-	-	-	-	-
2	7	4	-	-	-	-	2	5	-	-	-	7	-	-	-	2	1	2	-	-	-	1	1	-	-	-	-	4	1	2	-	2	5	-	1	-	-	-	-	-	-	-	-	1
3	15	13	-	1	-	-	2	13	1	-	3	14	-	-	-	1	2	1	3	1	-	2	2	4	1	-	3	9	2	2	1	3	14	-	-	-	-	-	-	1	-	-	1	1
4	4	22	3	-	-	1	-	3	-	-	-	4	-	1	-	-	1	-	-	-	-	-	1	1	-	-	-	1	2	1	-	1	3	-	-	-	-	1	-	-	-	-	-	-
5 &6	32	51	1	2	1	-	3	26	-	1	2	30	1	3	1	3	5	1	2	5	2	1	3	3	2	2	3	13	7	9	-	15	18	-	1	1	-	-	-	-	1	1	5	6
7	10	9	1	-	-	-	-	9	-	1	1	8	1	1	1	2	2	1	-	-	-	-	1	1	-	1	-	3	4	2	-	3	6	1	-	-	1	-	-	-	-	-	1	1
8	10	12	1	1	-	-	3	8	-	-	3	9	-	-	-	2	-	3	-	-	1	1	3	2	-	-	2	6	3	1	-	1	11	-	1	-	-	-	-	-	-	-	-	-
9 & 10	3	17	1	-	-	-	-	2	-	1	1	1	1	-	-	-	-	-	-	-	-	-	-	1	1	1	-	1	1	-	-	1	1	1	-	-	-	-	-	-	-	-	-	1
11 & 12	2	10	-	1	-	-	-	1	-	-	-	2	-	-	1	-	-	-	1	-	-	-	-	-	-	-	-	2	-	-	-	1	1	-	-	-	-	-	-	-	-	-	-	1
13	3	17	-	-	-	-	-	3	-	-	-	3	-	-	1	-	-	-	-	-	-	-	1	-	1	-	-	-	1	2	-	-	3	-	-	-	-	-	-	-	-	-	-	-
Total	94	170	7	5	1	1	11	76	1	4	10	85	4	6	5	11	11	9	7	7	3	5	13	12	5	5	9	40	25	20	1	28	57	4	3	1	1	1	1	1	1	7	11
1979	82	161	7	2	-	-	12	69	-	1	7	76	1	8	5	8	12	5	5	4	4	5	9	9	9	1	38	28	13	-	-	24	59	1	2	-	-	2	-	1	1	1	3	9

UNIONS REPRESENTING WORKERS IN THE PLASTICS PROCESSING INDUSTRY

NAME OF UNION	REGION										
	1	2	3	4	5 & 6	7	8	9 & 10	11 & 12	13	Total
Allied Industrial Workers	-	-	-	-	2	-	-	-	-	-	2
Amalgamated Clothing & Texitle Workers	1	-	2	-	1	-	-	-	-	-	4
Amalgamated Retail, Wholesale & Department Store Workers	3	-	1	-	-	-	-	-	-	-	4
Amalgamated Service & Allied Industry Workers	-	-	1	-	-	-	-	-	-	-	1
Auto Livery, Chauffeurs, Taxi Cab Drivers, Parking Lot and Garage Helpers Union	-	-	-	-	-	-	-	1	-	-	1
Boilermakers Union	-	-	-	-	1	-	-	-	-	-	1
Drivers, Salesmen, Warehousemen, Canning, Dairy Employees & Helpers Union	-	-	-	-	1	-	-	-	-	-	1
General Industrial, Liquor Workers Union	-	-	-	-	1	-	-	-	-	-	1
Glass Bottle Blowers Association	-	-	-	-	1	-	-	-	-	-	1
Independent Plastic Workers Union	-	-	1	-	-	-	-	-	-	-	1
Independent Rotameter Workers	-	-	1	-	-	-	-	-	-	-	1
Int'l Association of Machinists & Aerospace Workers	1	-	1	1	2	1	3	-	-	-	9
Int'l Brotherhood of Electrical Workers	1	-	-	-	2	1	2	-	1	-	7
International Brotherhood of Teamsters, Chauffeurs, Warehousemen & Helpers	-	1	-	2	2	1	2	-	-	1	9
International Chemical Workers	-	-	-	-	-	-	2	-	-	-	2
Int'l Electrical, Radio & Machine Workers	-	-	1	-	-	-	-	-	-	-	1
Int'l Hod Carriers & Common Laborers	-	-	1	-	-	-	-	-	-	-	1
Int'l Molders & Allied Workers	-	-	-	-	2	-	1	1	-	-	4

UNIONS REPRESENTING WORKERS IN THE PLASTICS PROCESSING INDUSTRY (Cont'd)

NAME OF UNION	REGION										
	1	2	3	4	5 & 6	7	8	9 & 10	11 & 12	13	Total
Laborer's International of North America	-	2	-	-	-	-	-	-	-	-	2
Leather & Plastics Union	-	-	-	-	-	-	-	-	1	-	1
Oil, Chemical & Atomic Workers	-	-	-	-	4	-	-	-	-	-	4
Plastic Workers Union	-	-	-	-	-	5	-	-	-	-	5
United Automobile Workers	2	1	1	-	7	-	-	-	-	-	11
United Brotherhood of Carpenters & Joiners	-	1	-	-	-	-	-	-	-	-	1
United Furniture Workers	-	-	-	-	1	-	-	-	-	-	1
United Glass & Ceramic Workers	-	-	1	-	-	-	1	-	-	-	2
United Rubber Workers	-	-	--	-	1	-	-	-	-	1	2
United Rubber, Cork, Linoleum & Plastic Workers	-	-	4	-	2	2	-	-	-	1	9
United Steel Workers of America	-	-	2	1	3	-	1	1	-	-	8
Warehouse & Production Employees	-	1	-	-	-	-	-	-	-	-	1
No Response	-	1	-	-	-	-	-	-	-	-	1
TOTAL	8	7	17	4	33	10	12	3	2	3	99

SHIFT STATISTICS

REGION	NO. OF SHIFTS OPERATED								LENGTH OF HOURS IN AVERAGE SHIFT																ROTATE SHIFTS			PAY PREMIUMS		
	1	1.5	2	3	4	5	7	N.A.	3.5	5.0	6.25	7.0	7.25	7.5	7.7	8.0	8.1	8.2	8.25	8.5	9.0	9.5	10.0	12.0	N.A.	Yes	No	N.A.	Yes	No	N.A.
1	2	-	1	20	-	-	-	-	1	-	1	1	-	1	-	20	-	-	-	-	-	1	1	-	-	1	22	-	20	2	1
2	3	-	2	6	-	-	-	-	-	-	-	-	-	-	-	10	-	-	-	-	-	-	1	-	-	-	10	1	8	3	-
3	-	-	2	27	-	-	-	-	-	-	-	-	-	-	-	27	-	-	-	-	-	-	1	1	-	7	21	-	26	2	-
4	4	-	3	20	1	-	-	1	-	-	-	-	-	1	-	23	-	-	-	2	-	-	1	2	1	-	29	-	23	5	1
5 & 6	7	-	11	65	1	-	-	-	-	-	-	-	-	3	1	71	-	-	-	-	2	-	3	3	2	10	71	3	74	8	2
7	-	1	3	16	-	-	-	-	-	1	-	-	1	-	-	14	1	-	1	-	-	-	1	1	2	1	19	-	17	3	-
8	3	-	4	17	-	-	-	-	-	-	-	-	-	-	-	20	-	-		-	-	-	1	1	1	1	20	2	19	2	2
9 & 10	6	-	4	10	-	-	-	-	-	-	-	-	-	-	-	14	-	-	-	1	1	1	4	2	1	1	20	-	13	6	2
11 & 12	2	-	4	6	-	-	-	-	-	-	-	-	-	-	-	10	-	1	-	1	-	-	1	-	-	1	11	-	7	5	-
13	3	1	4	12	-	-	-	-	-	-	-	1	-	3	-	18	-	-	-	2	-	-	1	-	1	2	18	-	16	4	-
Total	30	2	38	199	3	-	-	1	1	1	1	2	1	8	1	227	1	1	1	6	3	2	15	10	8	24	241	6	223	40	8
1979	25	1	31	187	3	1	1	3	-	-	-	2	-	8	-	212	-	1	3	7	5	-	7	12	6	23	222	5	210	35	7

REST PERIOD AND LUNCH PAYMENT POLICIES

REGION	PAYMENT FOR EMPLOYMENT REST PERIOD			LENGTH OF DAILY REST PERIOD (IN MINUTES PER PERIOD)													NO. OF REST PERIODS PER SHIFT						PAYMENT FOR LUNCH PERIOD			LENGTH OF PAID LUNCH PERIOD (IN MINUTES)								
	Yes	No	N.A.	1	5	7.0	7.5	10	11	12	12.5	15	20	30	50	No Set Limit	N.A.	1	2	3	4	As Needed	N.A.	Yes	No	N.A.	5	10	15	18	20	25	30	60	As Needed	N.A.
1	23	-	-	-	-	-	-	18	-	-	-	5	1	2	-	-	-	7	15	1	-	-	-	11	10	2	-	-	1	-	6	-	4	-	-	-
2	11	-	-	-	1	-	-	8	-	-	-	2	-	-	-	-	-	2	9	-	-	-	-	5	5	1	-	-	-	-	2	-	3	-	-	-
3	26	2	-	-	1	-	-	19	-	1	-	6	-	-	-	1	-	5	18	2	-	1	1	16	12	-	1	-	2	1	4	-	9	-	-	-
4	29	-	-	-	1	-	-	19	-	-	1	9	4	-	-	1	2	2	20	4	1	-	2	15	14	-	-	1	1	-	7	-	7	-	-	-
5 & 6	80	4	-	-	2	1	-	58	-	3	-	12	4	1	1	-	2	8	64	7	-	1	1	48	30	6	1	-	5	-	23	-	19	-	-	-
7	20	-	-	-	-	-	-	14	-	-	-	4	1	1	-	-	-	3	17	-	-	-	-	9	10	1	-	-	1	-	5	1	2	-	-	-
8	22	1	-	-	1	-	-	14	-	-	-	6	1	-	-	-	-	1	19	3	-	-	-	14	8	1	-	-	5	-	8	-	1	-	-	1
9 & 10	20	1	-	-	-	-	-	6	-	-	-	11	2	-	-	1	-	1	17	1	-	1	-	5	12	4	-	-	1	-	1	-	3	-	-	-
11 & 12	12	-	-	-	-	-	-	5	-	-	-	6	1	-	-	-	-	-	12	-	-	-	-	2	8	2	-	-	-	-	-	-	2	-	-	-
13	20	-	-	1	-	-	-	13	1	-	-	2	3	-	-	-	-	1	18	-	-	-	1	8	10	2	-	-	-	-	2	-	6	-	-	-
Total	263	8	-	1	6	1	-	174	1	4	1	63	17	4	1	2	4	30	209	18	1	3	5	133	119	19	2	1	16	1	58	1	56	-	-	1
1979	235	11	4	-	2	1	1	161	-	2	-	51	11	3	1	-	8	32	185	11	2	-	9	125	105	20	2	-	23	-	57	-	40	1	1	4

OTHER PAYMENT POLICIES

REGION	PIECE WORK PAY						PAYMENT FOR SICK DAYS			NO. OF PAID SICK DAYS																	
	MOLDERS			FINISHERS																							
	Yes	No	N.A.	Yes	No	N.A.	Yes	No	N.A.	40 Hrs.	1	2	3	3.5	4	5	6	7	8	10	12	13	24	30	No Limit	Length of Service	N.A.
1	2	21	-	2	20	1	3	4	16	-	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	
2	2	9	-	1	10	-	8	-	3	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	6	-
3	2	23	3	1	24	3	8	5	15	-	-	-	1	-	-	5	-	-	-	1	-	-	-	-	-	1	-
4	-	24	5	1	20	8	4	2	23	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	3	-
5 & 6	4	68	12	4	64	16	13	14	57	-	-	-	-	-	-	7	1	-	-	-	2	-	-	-	-	2	-
7	2	17	1	1	17	2	4	3	13	-	-	-	1	-	-	2	-	-	-	-	-	-	-	-	-	2	-
8	-	21	2	-	21	2	9	5	9	-	-	1	-	1	-	2	2	1	-	-	-	-	-	-	-	2	-
9 & 10	-	16	5	-	16	5	7	3	11	2	-	-	-	-	1	1	2	-	-	-	-	-	-	1	-	-	-
11 & 12	-	12	-	-	12	-	7	5	-	-	-	-	1	-	-	2	2	-	1	1	-	-	-	-	-	-	-
13	-	17	3	-	17	3	6	2	12	-	-	-	1	-	-	4	-	-	-	-	-	-	-	-	-	1	-
Total	12	228	31	10	221	40	69	43	159	2	-	1	4	1	1	28	7	2	2	2	2	-	-	1	-	17	-
1979	15	211	24	10	211	29	52	45	154	2	5	4	3	-	-	20	5	2	-	2	1	1	1	-	1	5	3

PREMIUMS PAID FOR AFTERNOON SHIFT

REGION	N.A.	.05	.06	.07	.075	.08	.10	.11	.12	.125	.13	.14	.15	.16	.17	.18	.19	.20	.25	.26	.29	.30	.36	.37	$1.00	1.0667%	2.0%	2.5%	3%	4%	5%	5.5%	6%	9%	10%	15%
1	-	2	-	-	-	1	2	1	2	-	-	-	4	1	-	-	-	1	3	-	-	1	-	-	-	-	-	-	-	-	1	-	1	-	-	-
2	-	-	-	-	-	1	2	-	-	-	-	-	1	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-
3	2	-	-	1	-	-	10	-	3	-	-	-	4	-	-	-	-	2	1	-	-	-	-	-	-	-	-	1	-	-	-	1	-	-	1	-
4	1	1	-	-	-	-	6	-	1	-	-	-	3	-	1	1	-	4	4	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
5 & 6	1	8	-	-	-	2	25	-	3	-	-	3	10	-	1	2	-	6	2	-	1	2	1	1	-	-	1	-	1	2	1	-	-	1	-	-
7	-	2	-	-	-	-	8	-	-	-	-	-	3	-	-	-	-	-	2	1	-	-	-	-	1	-	-	-	-	-	1	-	-	-	-	-
8	-	1	-	-	-	-	5	-	-	1	-	-	5	-	1	-	-	4	-	-	1	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 & 10	2	1	-	-	-	-	4	-	-	-	-	-	3	-	-	-	-	2	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
11 & 12	-	-	-	-	-		1	-	-	-	-	-	-	-	1	-	-	2	1	-	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-
13	2	1	1	-	-	-	7	-	-	-	-	-	-	-	1	-	-	1	2	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-
Total	8	16	1	1	-	4	70	1	9	1	-	3	33	1	5	3	-	22	18	1	2	5	1	1	1	1	1	1	2	2	5	1	1	1	2	-
1979	15	13	3	4	1	2	59	-	8	-	2	4	40	2	3	1	3	14	13	-	-	4	-	1	-	-	1	1	1	2	1	-	1	2	3	1

FRINGE BENEFITS AS PERCENT OF HOURLY RATE

REGION	N.A.	PERCENT OF HOURLY RATE							MEDIAN %
		0-9.9	10-19.9	20-29.9	30-34.9	35.0-39.9	40.0-49.9	50.0 & Over	
1	6	-	-	3	1	4	4	5	42.8
2	6	-	-	-	-	-	5	-	40.6
3	9	-	-	6	3	5	4	1	36.5
4	11	-	1	6	3	2	4	2	33.2
5 & 6	20	-	1	12	12	18	12	9	36.1
7	6	-	-	1	4	4	3	2	37.6
8	2	-	-	5	4	3	6	3	36.5
9 & 10	7	1	-	5	3	3	1	1	32.3
11 & 12	1	-	4	4	-	1	-	2	22.5
13	9	1	1	-	2	5	1	1	35.1
Total	77	2	7	42	32	45	40	26	35.9
1979	94	-	4	27	28	41	38	18	37.5

PREMIUMS PAID FOR MIDNIGHT SHIFT

REGION	N.A.	.05	.07	.08	.09	.10	.12	.13	.14	.15	.16	.17	.18	.19	.20	.21	.22	.23	.24	.25	.27	.30	.31	.35	.37	.40	.45	.48	.50	$1.00	$1.1428%	3.6%	4.0%	5%	5.5%	6.0%	7.5%	8%	9%	10%	12.0%	14.2%	15%	16%	10%+ 15%
1	-	-	1	-	-	1	-	-	1	2	2	1	-	-	3	-	-	1	-	3	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	-	-
2	1	-	-	-	-	1	-	-	-	1	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-
3	-	-	-	-	-	1	1	1	-	8	2	-	2	-	3	-	-	1	-	3	-	1	-	-	-	-	-	-	-	-	-	-	-	1	1	-	-	-	1	-	-	-	-	-
4	2	-	-	-	-	1	-	-	-	3	-	-	-	-	1	-	-	1	1	6	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-
5 & 6	6	1	1	-	1	9	1	-	-	20	-	1	5	1	6	1	2	-	-	6	-	4	-	-	1	-	1	-	1	-	-	-	1	2	-	-	2	-	-	1	-	-	-	-
7	-	-	-	-	-	1	1	-	-	6	-	-	-	-	1	-	-	-	-	3	-	-	1	1	1	-	-	-	1	1	-	-	-	-	-	1	-	-	-	-	-	-	-	-
8	-	-	-	-	-	1	-	-	-	4	1	-	-	-	3	-	1	-	-	5	-	2	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
9 & 10	-	-	-	-	-	1	-	-	-	1	1	-	-	-	3	-	-	-	-	4	-	1	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-
11 & 12	-	-	-	-	-	-	-	-	-	1	-	-	-	-	-	-	-	1	-	-	-	2	-	-	-	1	-	-	-	-	-	-	-	-	1	-	-	-	-	-	1	-	-	-
13	6	-	-	-	-	2	1	-	-	2	-	-	-	-	1	-	-	-	-	1	1	-	-	1	-	-	-	-	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-
Total	15	1	2	-	1	18	4	1	1	48	6	2	7	1	26	1	3	4	1	31	1	17	1	2	1	2	1	1	1	4	1	1	-	1	3	1	1	1	3	1	3	1	2	-	-	-
1979	17	2	1	1	1	12	4	2	3	42	2	4	4	2	33	2	2	2	2	24	-	14	-	4	1	-	1	1	1	6	-	-	1	-	3	-	-	1	2	1	6	1	-	4	1	1

FRINGE BENEFITS BY TYPE AS PERCENT OF HOURLY RATE

REGION	MEDIAN PERCENTAGE OF FRINGE BENEFITS TO AVERAGE HOURLY EARNINGS															
	F.I.C.A.	State Unemployment Comp.	Federal Unemployment Comp.	Overtime Premium	Paid Vacation	Workmen's Comp.	Paid Holiday	Paid Sick Days	Paid Funeral & Jury Duty Leave	Christmas Bonus [Or Gifts]	Paid Lunch & Rest Periods	Paid Health & Insurance Plans	Shift Differential	Pension Plan	Profit Sharing	OTHER
1	6.13	2.1	0.6	4.4	3.5	4.1	3.1	2.5	0.2	1.9	7.0	5.9	1.6	4.9	5.1	2.0
2	6.1	3.4	0.6	3.6	4.1	5.0	3.3	1.6	1.0	0.6	7.9	5.3	2.1	2.3	6.0	-
3	6.13	2.7	0.6	2.1	3.9	2.8	4.0	1.6	0.2	1.0	8.3	5.9	1.6	3.8	6.5	1.0
4	6.13	1.7	0.7	2.0	3.8	1.5	3.0	1.5	2.0	0.5	6.3	5.5	1.3	2.7	8.0	0.9
5 & 6	6.13	1.8	0.5	3.1	3.6	3.2	3.8	1.5	0.3	0.4	6.5	7.6	1.6	2.1	5.0	0.9
7	6.3	3.5	0.6	9.5	4.2	6.0	3.4	0.2	0.2	1.5	6.2	4.5	2.0	2.0	0.8	3.4
8	6.1	1.8	0.7	3.5	4.0	3.9	3.2	1.8	0.1	0.7	7.3	7.4	2.2	2.9	12.0	2.0
9 & 10	6.13	0.7	0.7	1.7	3.8	3.0	3.0	2.0	0.2	1.0	5.0	3.0	1.0	4.0	0.5	2.0
11 & 12	6.1	2.9	0.9	1.5	3.3	5.1	2.3	1.0	0.5	0.1	4.2	4.6	0.6	-	1.3	-
13	6.1	2.2	0.2	4.9	2.0	8.9	2.6	1.3	-	0.5	3.8	6.1	1.2	1.8	4.0	1.2
Total	6.13	2.1	0.6	3.6	3.8	3.9	3.6	1.5	0.2	0.7	6.4	6.3	1.7	2.5	5.2	1.1
1979	6.13	2.7	0.6	3.8	3.8	3.6	3.5	1.4	0.2	0.5	4.7	6.1	2.0	2.7	5.6	0.9

NUMBER OF PAID HOLIDAYS

REGION	FULL DAYS											HALF DAYS				
	5	6	7	8	9	10	11	12	13	14	15	1	2	3	N.A.	None
1	-	2	-	2	4	5	7	1	1	-	-	-	2	-	1	-
2	-	-	-	2	3	1	4	-	-	-	-	1	2	-	1	-
3	-	1	2	-	7	8	7	3	-	-	-	1	-	1	-	-
4	3	3	4	4	11	2	1	1	-	-	-	1	1	-	-	-
5 & 6	1	3	8	11	17	18	12	5	4	-	1	6	3	-	4	-
7	-	1	-	1	5	9	3	-	-	1	-	-	-	-	-	-
8	-	2	3	4	5	6	3	-	-	-	-	1	-	-	-	-
9 & 10	-	5	4	3	3	3	-	-	1	-	-	-	1	-	2	-
11 & 12	-	1	3	5	1	1	1	-	-	-	-	1	1	-	-	-
13	-	5	7	1	4	2	1	-	-	-	-	2	4	-	-	-
Total	4	23	31	33	60	55	39	10	6	1	1	13	14	1	8	-
1979	3	27	36	31	43	51	27	17	1	1	1	16	13	2	12	-

PAID FULL HOLIDAYS

REGION	Christmas	New Years	July 4th	Labor Day	Thanksgiving	Memorial Day	Election Day	Washington's Birthday	Good Friday	Other Paid Holidays	Friday After Thanksgiving	Christmas Eve	New Years Eve	Columbus Day	Veteran's Day	Employee's Birthday	Floater	Easter Monday	Easter Sunday	Extra Days at Christmas Time	Martin Luther King Day	July 3
1	22	22	21	22	22	22	-	10	12	8	14	11	6	4	6	4	5	-	-	5	-	-
2	10	10	9	10	10	10	-	7	6	2	8	5	4	-	2	3	1	-	-	-	-	-
3	28	28	28	27	28	28	1	9	21	4	23	17	12	-	-	4	10	3	1	3	1	-
4	29	28	25	28	29	21	-	2	11	3	17	17	4	-	-	2	6	6	1	7	-	-
5 & 6	79	79	79	80	80	80	-	2	41	17	66	58	35	-	1	13	20	-	1	23	1	1
7	20	20	20	20	20	20	-	1	13	2	17	16	14	-	-	3	4	-	1	5	-	-
8	23	23	23	23	23	23	-	2	10	1	18	14	7	-	-	3	6	2	1	4	-	-
9 & 10	19	19	19	19	19	19	-	-	7	-1	8	10	3	-	-	2	3	-	-	4	-	-
11 & 12	12	12	12	12	12	12	-	5	1	1	7	1	1	-	1	-	4	-	-	-	-	-
13	20	20	20	20	20	20	-	5	3	-	7	4	7	-	-	3	5	-	-	-	-	-
Total	262	261	256	261	263	255	1	43	125	39	185	153	93	4	10	37	64	11	5-	51	2	1
1979	238	236	232	237	238	226	-	42	108	31	157	-133	90	3	4	36	63	12	6	23	2	-

PAID HALF DAY HOLIDAYS

REGION	New Years Eve	Christmas Eve	Good Friday	Day Before Thanksgiving	Flooter	Company Pinic Day
1	1	2	-	1	-	-
2	2	3	-	-	-	-
3	2	1	1	-	-	-
4	1	2	-	-	-	-
5 & 6	3	7	1	1	-	-
7	-	-	-	-	-	-
8	-	1	-	-	-	-
9 & 10	1	1	-	-	-	-
11 & 12	1	2	-	-	-	-
13	4	6	-	-	-	-
Total	15	25	2	2	-	-
1979	16	25	4	1	1	1

VACATION STATISTICS

| REGION | PAID VACATION | | | REQUIRED YEARS OF SERVICE FOR | | |

BONUS STATISTICS

REGION	PAY CHRISTMAS BONUS			AMOUNT OR BASIS FOR CHRISTMAS BONUS																	
	YES	NO	N.A.	Under 1 Week Earnings	1 Week's Earnings	2 Weeks Earnings	Perfor-mance	Atten-dance	Length of Service	Per Cent of Employees Earnings	Company Profits	Flat Rate	Position in Company	Gift	Gift Certifi-cate	Turkey or Ham	Extra Vacation Time	Point System	% of Profit Sharing Allocation	Unused Sick and Bereave-ment Pay	N.A.
1	10	12	1	5	2	-	-	-	1	2	-	-	-	-	-	-	-	-	-	-	-
2	3	6	2	1	2	-	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-
3	6	21	1	-	1	-	-	-	1	-	-	1	2	-	1	-	-	-	-	-	1
4	14	14	1	4	-	-	1	-	4	1	1	1	1	-	-	-	-	1	-	2	2
5 & 6	26	53	5	8	2	3	2	1	3	3	-	2	1	-	-	3	-	-	1	-	1
7	10	10	-	4	1	-	-	-	4	1	1	3	-	-	-	-	-	-	-	-	-
8	5	18	-	1	-	-	-	-	2	1	-	-	-	1	-	-	-	-	-	-	-
9 & 10	12	7	2	2	2	1	-	-	4	1	-	1	-	-	-	-	-	-	-	-	1
11 & 12	5	6	1	3	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
13	10	7	3	4	1	-	-	-	1	-	-	-	-	-	1	2	-	-	-	-	1
Total	101	154	16	32	13	4	3	1	22	9	2	8	4	1	2	5	-	1	1	2	6
1979	90	141	19	38	10	2	1	1	14	4	2	5	1	2	4	5	2	3	1	-	4

OTHER FRINGE BENEFITS

REGION	GROUP LIFE INSURANCE				DENTAL				BASIC MEDICAL—EMPLOYEE				BASIC MEDICAL—DEPENDENTS			
	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	Paid by Employee in Full	No Provision For
1	18	4	-	1	3	4	-	16	12	9	-	2	6	11	2	4
2	10	-	-	1	3	-	-	8	9	1	-	1	6	1	3	1
3	25	5	-	1	4	3	-	21	20	9	-	2	15	12	1	3
4	23	6	-	1	2	3	-	24	21	9	-	-	6	15	8	-
5 & 6	74	6	-	4	18	6	-	61	68	11	-	5	43	29	9	4
7	12	7	-	1	2	2	-	16	10	6	-	4	3	8	3	6
8	19	2	2	2	3	2	-	18	17	6	-	1	8	9	7	1
9 & 10	11	8	-	3	3	-	-	18	12	8	-	2	6	10	4	2
11 & 12	9	-	-	4	3	3	-	6	8	1	-	3	2	4	3	3
13	18	1	-	1	8	1	-	12	14	2	-	4	3	8	4	5
Total	219	39	2	19	49	24	-	200	191	62	-	24	98	107	44	29
1979	198	40	3	9	36	12	1	198	176	51	-	21	85	91	47	26

OTHER FRINGE BENEFITS (CONTINUED)

REGION	MAJOR MEDICAL—EMPLOYEE				MAJOR MEDICAL—DEPENDENTS				INCOME-PROTECTION FOR WAGE INDEMNITY				PENSIONS				PROFIT SHARING		
	Paid by Company in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Company in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Company in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Company in Full	Company and Employee Share	Paid by Employee in Full	No Provision For	Paid by Co. in Full	Company and Employee Share	No Provision For
1	12	11	-	-	6	13	2	2	12	4	1	6	14	-	-	9	5	-	18
2	9	1	-	1	5	1	3	2	5	1	-	5	8	-	-	3	3	-	8
3	20	8	-	3	16	11	1	3	17	3	-	11	22	1	-	5	4	-	24
4	20	9	-	1	5	15	8	1	13	5	-	12	14	3	-	12	13	-	16
5 & 6	64	13	-	7	38	30	10	7	61	9	-	14	52	3	-	29	27	2	55
7	10	8	-	2	3	11	2	4	9	3	-	8	7	1	-	12	5	5	10
8	14	7	-	2	4	10	7	2	15	2	-	6	16	-	-	7	2	-	21
9 & 10	12	8	-	2	7	9	4	2	8	-	-	13	6	2	-	13	6	1	14
11 &12	9	2	-	1	2	5	4	1	4	-	-	8	1	1	-	10	3	-	9
13	16	1	-	3	3	9	4	4	3	1	-	16	8	1	-	11	5	-	15
Total	186	68	-	22	89	114	45	28	147	28	1	99	148	12	-	111	73	8	190
1979	174	60	3	14	84	96	50	21	122	31	2	93	113	11	-	123	69	10	168

TURNOVER STATISTICS—HOURLY EMPLOYEES

REGION	RATE OF TURNOVER (IN PERCENT)														AVERAGE RATE
	No Change	LESS THAN 1	1-9	10-19	20-29	30-39	40-49	50-74	75-99	100-149	150-199	200-299	300 & Over	N.A.	
1	-	1	1	4	4	-	-	2	2	3	-	1	-	5	26.0
2	-	-	-	2	-	-	2	1	-	2	-	1	-	3	47.0
3	2	1	6	6	1	4	1	1	-	1	-	-	1	4	13.8
4	1	-	3	3	2	1	2	5	3	2	1	-	-	6	44.0
5 & 6	9	2	14	15	7	2	5	5	6	3	3	2	1	10	15.0
7	1	-	3	1	-	1	3	2	-	3	-	-	1	5	42.0
8	2	-	1	4	3	3	-	4	2	2	-	-	-	2	32.3
9&10	-	-	1	1	6	1	1	1	1	2	1	-	1	5	39.5
11& 12	-	-	1	1	-	-	1	2	-	1	1	-	-	5	56.9
13	-	1	1	1	2	2	2	2	-	3	1	2	-	3	48.0
Total	15	5	31	38	25	14	17	25	14	22	7	6	4	48	33.1
1979	4	1	18	19	32	18	8	39	11	18	10	9	3	60	45.5

CHRISTMAS BONUS PRACTICES—SALARIED EMPLOYEES

REGION	PAY CHRISTMAS BONUS			BASIS ON WHICH BONUS IS PAID																							
	Yes	NO	N.A.	Length of Service	½–1 Weeks Earnings	1 Weeks Earnings	1–2 Weeks Earnings	1 Months Earnings	Cashavailibility	Pre-determined Objectives	Point System	Position in Firm	Percentage of Employees Earnings	Company Plant Profits	Fixed Amounts	Gift	Employees Performance	Responsibility	Merit	Productivity	Number of Sales	Quality of Work	Tradition	Executive or Management Judgement	MBO Program	N.A.
1	11	10	2	2	1	5	-	-	-	-	-	-	3	-	1	-	-	-	-	-	-	-	-	-	-	-
2	4	6	1	1	-	1	-	-	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-	-		1
3	9	18	1	1	-	-	-	-	-	-	-	-	2	-	2	-	-	-	-	-	-	-	-	2	2	1
4	13	15	1	4	-	2	-	-	-	-	-	-	4	4	1	-	1	-	-	1	-	-	2	1	-	1
5 & 6	22	58	4	5	-	-	1	-	-	2	-	1	4	3	1	-	3	-	-	-	-	-	-	3	1	3
7	10	5	5	5	-	1	-	1	-	-	-	-	-	1	2	1	2	-	-	-	-	-	-	1	-	1
8	6	16	1	4	-	-	-	-	-	-	-	-	1	-	3	-	1	-	-	-	-	-	-	-	-	-
9 & 10	13	7	1	4	-	-	-	-	-	-	-	-	2	6	-	1	-	-	-	-	1	1	-	1	-	-
11 & 12	6	3	3	1	-	-	-	-	-	-	-	1	-	2	-	1	-	-	1	-	-	-	-	1	-	1
13	10	8	2	4	-	-	-	-	1	-	1	1	1	3	-	-	-	1	-	-	-	-	-	-	1	2
Total	104	146	21	31	1	9	1	1	1	2	1	3	17	19	11	3	8	1	1	1	1	1	2	9	4	10
1979	98	131	21	31	1	8	1	-	-	-	1	1	13	18	11	1	5	1	5	-	-	-	-	7	-	12

PROFIT SHARING AND OTHER INCENTIVE PLANS — SALARIED EMPLOYEES

REGION	PROFIT SHARING & OTHER INCENTIVE PLANS			TYPES OF PLANS																						
	Yes	No	N.A.	Profit Sharing Retirement Plan	Profit Sharing Trust Plan	Profit Sharing Formula	Annual Profit Sharing Plan	Non-Contributory Retirement Plan	Corporate Profit Sharing Plan	Qualified Profit Sharing Plan	Stock Bonus Plan	Profit Sharing Point System	10 & 10 Plan	Bonus Plan Formula	Profit Goal Bonus	Cash Profit Sharing	Savings Plan	Performance Bonus	Incentive Bonus	Point System Bonus	Thrift Savings Plan	Efficiency Bonus	Pension Plan	Discretionary Bonus	Key-Man Plan	N.A.
1	7	14	2	2	-	-	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	1
2	6	4	1	-	-	2	3	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	-
3	11	15	2	3	-	-	4	-	-	-	-	-	-	-	-	-	-	1	1	-	1	-	-	1	-	1
4	14	13	2	2	-	-	4	-	-	-	-	-	-	1	-	-	-	-	-	1	1	1	-	-	-	4
5 & 6	42	38	4	10	2	-	11	-	1	1	1	1	1	3	1	-	-	2	2	-	-	-	1	3	-	5
7	11	5	4	3	1	-	5	-	-	-	-	-	-	-	1	-	-	-	1	-	-	-	1	-	-	-
8	5	17	1	3	-	-	2	-	-	-	-	-	-	-	-	1	-	-	1	-	-	-	-	-	-	-
9 & 10	11	9	1	2	2	-	4	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1	-	1	-	1
11 & 12	7	3	2	2	-	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	2	-	1
13	6	13	1	3	-	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1
Total	120	131	20	30	5	2	39	-	1	1	1	1	1	4	2	1	-	3	5	1	2	2	3	9	1	14
1979	113	113	24	49	3	1	17	2	-	1	-	-	-	-	-	1	1	3	4	-	-	1	1	17	1	10

OVERTIME PAY PROVISIONS—SALARIED EMPLOYEES

| REGION | PAY OVERTIME | | | BASIS FOR OVERTIME PAY FOR SHIFT SUPERVISORS | | |

COMPARISON OF MEDIAN HOURLY WAGES OF HOURLY EMPLOYEES: 1980-1979

JOB CLASSIFICATION	1980 (Dollars)	1979 (Dollars)	PERCENT CHANGE
MOLDING JOBS (1–10)			
1. Foreman (Comp. Working)	7.01	6.00	16.8
2. Foreman (Inj. Working)	7.36	6.45	14.1
3. Foreman (Blow Mold Working)	7.73	6.89	12.2
4. Set-Up Man-Troubleshooter	6.43	6.35	1.3
5. Compression Transfer Molder	5.71	5.60	2.0
6. Compression Preform Molder	5.06	4.93	2.6
7. Injection Molding Operator	4.82	4.22	14.2
8. Blow Molding Operator	6.55	5.34	22.7
9. Material Man	6.26	-	N.A.
10. Floor Man	5.04	-	N.A.
EXTRUSION JOBS (11–14)			
11. Foreman (Working)	7.47	6.41	16.5
12. Set-Up Man – Troubleshooter	6.52	6.15	6.0
13. Extrusion Operator	6.12	5.49	11.5
14. Material Man	5.51	4.82	14.3
REINFORCED PLASTIC JOBS (15–21)			
15. Foreman (Working)	6.87	6.78	1.3
16. Set-Up Man-Troubleshooter	6.28	6.18	1.6
17. Reinforced Plastics Operator	5.67	5.32	6.6
18. Reinforced Plastics Preform Operator	5.29	5.00	5.8
19. Reinforced Plastics Fabricator	5.86	5.83	1.0
20. Reinforced Plastics Pultruder Operator	4.90	4.50	8.9
21. Reinforced Plastic Filament Winder Operator	6.68	6.60	1.2
THERMOFORMING JOBS (22–24)			
22. Foreman (Working)	5.37	5.60	13.8
23. Set-Up Man–Troubleshooter	5.98	5.83	2.6
24. Thermoforming Press Operator	6.01	4.96	21.2
EPS FOAM JOBS (25–27)			
25. Foam Shop Operator	4.66	4.99	(6.0)
26. Mold Operator	4.92	4.90	0.4
27. Material Man	4.50	4.33	3.9
FINISHING JOBS (28–33)			
28. Foreman (Working)	6.12	5.71	7.2
29. Finisher General	4.97	4.68	6.2
30. Painter & Sprayer	4.91	4.86	1.0
31. Buffing Operator	4.76	4.58	3.9
32. Tumbling Operator	5.27	7.04	(25.1)
33. Set-Up Man – Troubleshooter	6.28	5.97	(5.2)
FABRICATION JOBS (34–36)			
34. Machine Operator	5.07	4.47	13.4
35. Assembler	5.87	6.12	(4.0)
36. Material Handler	5.82	6.48	(10.2)
INSPECTION JOBS (37–38)			
37. Chief Inspector (Working)	6.23	5.27	18.2
38. Inspector	5.42	4.98	8.8
SHIPPING & RECEIVING JOBS (39–43)			
39. Foreman (Working)	6.85	6.35	7.9
40. Shipper - Material Handler	5.96	5.28	12.9
41. Packer	4.97	4.53	9.7
42. Truck Operator	6.41	6.19	3.6
43. Clerk	6.03	5.28	14.2
MAINTENANCE JOBS (44–47)			
44. Foreman (Working)	8.03	7.25	10.8
45. Mechanic	7.56	6.57	15.1
46. Electrician	OVER 8.50	7.61	11.8
47. Helper–Trainee	6.87	5.85	17.4
TOOL ROOM JOBS (48–54)			
48. Foreman (Working)	OVER 8.50	OVER 8.50	*
49. Mold/Die Designer	8.48	8.33	1.8
50. Mold Maker/Lead Man	OVER 8.50	OVER 8.50	*
51. Mold Maker	OVER 8.50	OVER 8.50	*
52. Mold Repair Man	OVER 8.03	OVER 6.83	17.6
53. Machinest	7.91	7.29	8.5
54. Apprentice	6.06	5.51	10.0
MISCELLANEOUS JOBS (55–56)			
55. General Hand Labor Trainee	5.69	5.08	12.0
56. Porter, Janitor, etc.	5.47	4.84	13.0
TOTAL	5.62	5.08	10.06

*Cannot be determined

COMPARISON OF MEDIAN MONTHLY SALARIES OF SALARIED EMPLOYEES: 1980-1979

JOB CLASSIFICATION	1980 (Dollars)	1979 (Dollars)	PERCENT CHANGE
1. COMPRESSION	1,512	1,427	6.0
2. INJECTION	1,600	1,505	6.3
3. BLOW MOLDING	OVER 1,600	1,529	4.7
4. EXTRUSION	1,525	1,392	10.0
5. REINFORCED	1,592	1,550	2.7
6. THERMOFORMING	OVER 1,600	1,458	9.8
7. EPS FOAM	1,560	1,425	9.5
8. FINISHING	1,548	1,340	15.5
9. FABRICATION	OVER 1,600	1,424	12.4
10. INSPECTION	1,432	1,422	1.0
11. SHIPPING & RECEIVING	1,544	1,379	12.0
12. MAINTENANCE	OVER 1,600	OVER 1,600	*
13. TOOL ROOM	OVER 1,600	OVER 1,600	*
TOTAL	1,562	1,468	6.4

SRI LABOR SURVEY - SEPTEMBER 1980

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
MOLDING JOBS (1-10)											
1. *Foreman (Comp. Working)*	92	-	114	134	227	144	102	21	-	63	8727
First Quartile	7.12	-	6.25	4.88	7.16	4.83	6.55	-	-	-	6.03
Median	7.34	-	7.17	6.00	7.85	5.48	6.73	7.25	-	OVER 8.50	7.01
Third Quartile	OVER 8.50	-	8.00	6.27	OVER 8.50	6.04	6.86	-	-	-	8.13
1979 Median	6.75		6.56	6.00	5.92	5.58	-	-	-	OVER 8.50	6.00
2. *Foreman (Inj. Working)*	167	21	62	-	458	408	548	21	104	254	20039
First Quartile	5.35	-	-	-	7.48	3.55	6.88	-	5.75	6.20	6.32
Median	5.69	6.75	6.75	-	8.10	6.38	7.48	7.00	7.27	6.87	7.36
Third Quartile	6.00	-	-	-	8.50	8.25	7.92	-	8.37	8.05	8.41
1979 Median	5.65	6.25	7.58	5.25	6.27	6.83	7.07	-	7.25	7.10	6.45
3. *Foreman (Blow-Molding Working)*	11	-	-	-	266	31	11	31	123	42	5015
First Quartile	-	-	-	-	6.25	-	-	-	8.00	-	6.36
Median	8.50	-	-	-	7.61	OVER 8.50	7.75	4.12	8.50	OVER 8.50	7.73
Third Quartile	-	-	-	-	7.89	-	-	-	OVER 8.50	-	8.31
1979 Median	OVER 8.50	-	5.38	-	6.75	6.63	6.25	-	-	OVER 8.50	6.89
4. *Set-Up Man-Troubleshooter*	7014	206	476	478	34236	5214	9612	173	93	375	737107
First Quartile	5.09	5.08	6.02	5.56	6.57	6.06	6.17	5.68	6.15	5.35	5.81
Median	5.96	5.40	6.33	6.10	6.86	6.99	6.89	7.12	6.62	5.48	6.43
Third Quartile	6.41	6.12	6.72	6.35	7.95	7.86	7.63	7.32	6.91	7.64	7.47
1979 Median	5.21	5.67	6.65	5.36	6.74	6.05	6.27	-	5.67	6.14	6.35
5. *Compression Transfer Molding Operator*	192	602	957	403	38114	1295	852	-	-	451	85486
First Quartile	4.44	5.38	4.42	3.65	5.58	4.19	5.48	-	-	3.65	4.45
Median	5.12	6.62	5.73	3.86	5.98	4.72	6.17	-	-	3.70	5.71
Third Quartile	5.70	6.81	6.15	4.81	6.78	6.18	6.33	-	-	3.75	6.43
1979 Median	-	6.25	4.94	-	6.20	4.08	-	-	-	3.96	5.60
6. *Compression Preform Molder*	436	42	31	11	406	446	22	102	-	601	20727
First Quartile	4.10	-	-	-	6.57	4.58	-	5.12	-	4.12	4.45
Median	5.69	5.12	6.75	6.25	6.72	4.81	4.88	6.25	-	4.62	5.06
Third Quartile	6.55	-	-	-	6.91	4.96	-	6.75	-	5.12	6.53
1979 Median	4.38	4.87	4.50	-	6.03	3.91	4.63	-	-	-	4.93
7. *Injection Molding Operator*	46815	915	3927	31110	216340	340121	569	873	824	2938	428313
First Quartile	3.55	4.39	4.69	4.27	4.52	3.87	4.50	3.70	3.74	3.75	4.17
Median	4.32	4.59	5.38	4.40	4.94	4.23	4.83	4.13	4.83	4.12	4.82
Third Quartile	4.47	5.31	5.63	4.59	6.35	4.54	6.00	4.30	5.76	4.57	5.81
1979 Median	3.91	4.13	4.38	4.00	4.69	3.93	4.50	-	-	3.46	4.22

KEY. 21 means 2 employees in 1 company
173 means 17 employees in 3 companies

SPI LABOR SURVEY - SEPTEMBER 1980

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
8. *Blow Molding Operator*	652	-	121	-	41810	61	383	301	2831	293	62624
First Quartile	5.32	-	-	-	6.51	-	5.04	5.91	4.75	3.45	5.33
Median	5.39	-	5.75	-	6.71	OVER 8.50	5.13	6.17	7.06	3.70	6.55
Third Quartile	5.45	-	-	-	6.90	-	5.20	6.35	7.72	4.18	6.89
1979 Median	5.50	-	5.38	4.05	6.22	4.75	4.16	-	-	3.59	5.34
9. *Material Man*	790	22	276	155	26523	146	1036	63	142	166	54168
First Quartile	4.26	-	5.61	4.56	6.01	4.79	5.11	-	6.65	4.33	5.16
Median	5.46	5.25	5.80	4.71	6.33	5.00	6.27	6.75	6.79	4.49	6.26
Third Quartile	8.50	-	5.93	4.89	6.69	5.20	6.98	-	6.93	5.07	6.92
1979 Median	-	-	-	-	-	-	-	-	-	-	-
10. *Floor Man*	4610	52	142	387	12219	656	244	164	92	719	41065
First Quartile	4.83	-	4.70	4.59	4.75	4.36	5.30	3.44	4.27	3.93	4.47
Median	5.67	4.33	5.37	4.74	5.32	4.64	5.45	4.70	4.49	4.43	5.04
Third Quartile	6.42	-	5.65	5.15	6.48	5.22	6.67	5.20	6.17	5.08	5.82
1979 Median	-	-	-	-	-	-	-	-	-	-	-
EXTRUSION JOBS (11-14)											
11. *Foreman (Working)*	321	11	83	11	197	21	173	113	31	42	6924
First Quartile	-	-	5.33	-	6.25	-	OVER 8.50	6.75	-	-	6.45
Median	7.25	6.75	5.50	6.75	8.00	4.87	OVER 8.50	7.18	6.58	7.00	7.47
Third Quartile	-	-	8.17	-	8.37	-	OVER 8.50	7.47	-	-	OVER 8.50
1979 Median	8.50	6.25	6.37	5.37	6.94	-	5.13	-	7.25	-	6.41
12. *Set-up Man-Troubleshooter*	21	11	396	212	698	192	272	144	-	-	19226
First Quartile	-	-	6.50	5.62	6.51	5.49	5.74	6.11	-	-	5.94
Median	6.25	7.25	6.99	5.77	6.84	6.09	5.99	6.39	-	-	6.52
Third Quartile	-	-	7.24	5.86	7.43	6.42	6.32	6.55	-	-	6.98
1979 Median	6.25	-	5.86	4.75	6.38	-	7.50	-	6.75	-	6.15
13. *Extrusion Operator*	323	52	14712	1498	37429	263	1125	746	101	73	93672
First Quartile	536	-	5.31	5.44	5.85	4.39	5.57	5.51	5.12	5.67	5.47
Median	OVER 8.50	5.38	5.81	6.52	6.23	4.96	7.56	5.83	5.37	5.98	6.12
Third Quartile	OVER 8.50	-	6.17	6.85	6.68	8.50	8.15	6.28	5.56	6.25	6.96
1979 Median	5.31	3.50	4.88	6.09	5.89	5.13	5.84	-	4.45	3.80	5.49
14. *Material Man*	21	11	747	1305	7213	31	433	665	31	-	39437
First Quartile	-	-	4.67	4.48	4.91	-	7.59	4.74	-	-	4.78
Median	5.00	4.13	5.64	6.10	5.38	5.92	7.74	5.24	5.25	-	5.51
Third Quartile	-	-	6.09	6.42	6.79	-	7.86	5.40	-	-	6.48
1979 Median	5.34	3.30	4.75	4.19	5.12	6.75	5.59	-	4.62	-	4.82

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173 means 17 employees in 3 companies

SRI LABOR SURVEY – SEPTEMBER 1980

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
REINFORCED PLASTICS JOBS (15–21)											
15. *Foreman (Working)*	-	11	51	81	395	-	-	91	52	22	6913
First Quartile	-	-	-	-	5.60	-	-	6.13	-	-	6.01
Median	-	7.75	8.25	5.65	6.52	-	-	6.31	7.75	7.75	6.87
Third Quartile	-	-	-	-	6.86	-	-	6.42	-	-	7.06
1979 Median	-	7.75	7.75	-	6.27	-	-	-	-	6.75	6.78
16. *Set-Up Man-Troubleshooter*	-	-	21	51	143	-	-	-	-	33	248
First Quartile	-	-	-	-	5.87	-	-	-	-	-	5.47
Median	-	-	6.75	5.37	6.50	-	-	-	-	5.75	6.28
Third Quartile	-	-	-	-	6.92	-	-	-	-	-	6.81
1979 Median	-	OVER 8.50	6.75	-	5.88	-	-	-	-	-	6.18
17. *Reinforced Plastics Operator*	-	11	422	101	2278	31	31	61	41	172	313 18
First Quartile	-	-	6.53	5.52	4.74	-	-	-	-	3.70	4.92
Median	-	6.75	6.69	5.73	5.61	4.87	7.25	5.75	6.75	4.80	5.67
Third Quartile	-	-	6.81	5.87	6.05	-	-	-	-	4.95	6.54
1979 Median	-	6.25	6.27	3.59	5.09	-	5.75	-	5.45	4.65	5.32
18. *Reinforced Plastics Preform Operator*	-	-	71	-	342	-	11	201	141	21	787
First Quartile	-	-	-	-	5.22	-	-	4.57	-	-	4.90
Median	-	-	7.25	-	5.55	-	7.25	4.87	4.87	3.70	5.29
Third Quartile	-	-	-	-	6.04	-	-	6.03	-	-	6.03
1979 Median	-	-	-	-	5.08	-	-	-	-	3.70	5.00
19. *Reinforced Plastics Fabricator*	-	702	491	222	122	-	31	1134	242	263	31917
First Quartile	-	4.81	6.54	3.86	6.12	-	-	4.29	4.48	3.49	4.36
Median	-	5.42	6.87	4.32	6.25	-	6.75	5.25	4.72	3.64	5.86
Third Quartile	-	6.54	8.13	7.03	6.37	-	-	7.60	5.33	4.05	7.39
1979 Median	-	3.70	5.81	4.32	5.00	-	6.25	-	7.74	4.13	5.83
20. *Reinforced Plastics Pultruder Operator*	-	-	21	421	151	-	-	122	-	-	715
First Quartile	-	-	-	4.26	-	-	-	4.00	-	-	4.32
Median	-	-	6.75	4.71	6.25	-	-	4.37	-	-	4.90
Third Quartile	-	-	-	4.98	-	-	-	5.37	-	-	6.05
1979 Median	-	-	6.25	4.03	5.75	-	6.25	-	-	-	4.50
21. *Reinforced Plastics Filament Winder Oper*	-	-	-	41	31	-	-	52	-	41	165
First Quartile	-	-	-	-	-	-	-	-	-	-	6.52
Median	-	-	-	6.75	6.25	-	-	7.00	-	6.75	6.68
Third Quartile	-	-	-	-	-	-	-	-	-	-	6.91
1979 Median	-	-	5.75	6.25	6.25	-	-	-	-	-	6.60

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SRI LABOR SURVEY - SEPTEMBER 1980

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
THERMOFORMING JOBS (22-24)											
22. *Foreman (Working)*	-	-	111	11	21	-	-	-	11	-	154
First Quartile	-	-	-	-	-	-	-	-	-	-	6.10
Median	-	-	6.25	5.75	7.00	-	-	-	OVER 8.50	-	6.37
Third Quartile	-	-	-	-	-	-	-	-	-	-	6.50
1979 Median	-	-	-	-	5.58	-	-	-	-	-	5.60
23. *Set-Up-Man-Troubleshooter*	-	-	722	-	132	-	-		11	-	865
First Quartile	-	-	5.73	-	6.41	-	-	-	-	-	5.74
Median	-	-	5.98	-	7.12	-	-	-	8.25	-	5.98
Third Quartile	-	-	6.13	-	7.30	-	-	-	-	-	6.46
1979 Median	-	-	5.50	-	5.79	-	-	-	-	-	5.83
24. *Thermoforming Press Operator*	-	-	231	-	524	61	21	-	192	-	1029
First Quartile	-	-	-	-	5.18	-	-	-	5.12	-	5.54
Median	-	-	5.75	-	6.59	OVER 8.50	7.25	-	5.87	-	6.01
Third Quartile	-	-	-	-	6.80	-	-	-	6.58	-	6.80
1979 Median	-	-	4.13	-	5.11	-	6.25	-	-	-	4.96
EPS FOAM JOBS (25-27)											
25. *Foam Shop Operator*	61	-	11	304	182	-	252	124	-	-	9214
First Quartile	-	-	-	4.04	3.45	-	4.28	3.80	-	-	4.07
Median	4.75	-	4.13	4.11	3.94	-	4.67	4.65	-	-	4.66
Third Quartile	-	-	-	4.18	4.20	-	5.37	5.78	-	-	4.82
1979 Median	5.13	-	5.60	-	5.75	-	4.79	-	-	-	4.99
26. *Mold Operator*	393	-	492	344	83	-	93	105	-	-	14920
First Quartile	4.16	-	3.44	3.85	4.12	-	5.18	3.46	-	-	3.87
Median	4.34	-	4.76	3.91	5.00	-	5.49	3.90	-	-	4.92
Third Quartile	4.60	-	4.83	4.13	5.87	-	6.13	4.37	-	-	5.06
1979 Median	4.13	-	3.40	5.37	4.96	-	5.04	-	-	-	4.90
27. *Material Man*	32	-	11	53	62	-	91	11	-	-	2510
First Quartile	-	-	-	-	-	-	4.68	-	-	-	3.90
Median	3.89	-	3.50	4.13	4.37	-	5.13	3.10	-	-	4.50
Third Quartile	-	-	-	-	-	-	6.13	-	-	-	5.19
1979 Median	3.45	-	3.30		5.75	5.38	-	-	-	-	4.33

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SRI LABOR SURVEY – SEPTEMBER 1980

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
FINISHING JOBS (28–33)											
28. *FOREMAN (WORKING)*	106	-	11	144	2211	115	104	11	31	64	7837
First Quartile	4.39	-	-	5.31	6.08	5.38	5.58	-	-	-	5.39
Median	5.37	-	7.25	6.08	6.71	6.00	6.00	6.25	5.12	6.75	6.12
Third Quartile	5.87	-	-	6.37	7.37	6.75	6.87	-	-	-	6.82
1979 Median	4.96	-	6.75	5.44	5.70	5.25	6.17	-	-	8.50	5.71
29. *Finisher - General*	17010	484	2189	1006	144039	11711	1839	202	463	726	241499
First Quartile	3.91	4.21	3.94	4.08	4.57	4.23	4.50	5.08	4.23	3.66	4.35
Median	4.08	4.56	4.63	4.27	5.29	4.98	4.63	5.41	4.37	3.76	4.97
Third Quartile	4.22	4.66	5.62	4.40	6.56	5.87	4.74	6.00	4.81	4.37	5.96
1979 Median	3.76	4.68	4.59	3.70	5.23	3.76	4.10	-	-	4.31	4.68
30. *Painter and Sprayer*	143	11	93	457	24118	61	22	-	-	32	32137
First Quartile	3.96	-	3.90	3.82	4.76	-	-	-	-	-	4.40
Median	4.68	7.75	3.99	4.33	4.96	OVER 8.50	5.37	-	-	4.07	4.91
Third Quartile	5.87	-	4.94	4.44	5.97	-	-	-	-	-	5.82
1979 Median	5.75	6.25	4.75	4.50	5.11	-	4.88	-	-	4.87	4.86
31. *Buffing Operator*	-	21	11	351	215	22	11	-	-	21	6412
First Quartile	-	-	--	3.68	4.31	-	-	-	-	-	3.83
Median	-	5.12	5.37	3.99	5.37	4.75	6.75	-	-	3.50	4.76
Third Quartile	-	-	-	4.74	5.77	-	-	-	-	-	5.22
1979 Median	-	4.74	5.00	4.19	7.09	3.70	4.38	-	-	3.90	4.58
32. *Tumbling Operator*	61	41	63	11	294	105	11	11	-	-	5817
First Quartile	-	-	-	-	4.72	4.79	-	-	-	-	4.79
Median	4.50	4.81	5.75	4.62	4.99	6.13	3.70	5.12	-	-	5.27
Third Quartile	-	-	-	-	5.39	6.38	-	-	-	-	5.50
1979 Median	4.71	4.74	5.25	3.60	7.24	4.81	-	-	-	-	7.04
33. *Set-Up man-Troubleshooter*	132	21	164	94	4611	31	53	-	-	111	10527
First Quartile	5.91	-	6.10	4.62	6.15	-	-	-	-	7.00	5.93
Median	6.13	5.12	6.24	4.87	6.83	6.92	5.83	-	-	7.30	6.28
Third Quartile	6.33	-	6.39	5.25	8.02	-	-	-	-	7.75	7.30
1979 Median	4.13	6.25	5.00	5.20	7.18	5.13	4.96	-	-	6.66	5.97

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SRI LABOR SURVEY - SEPTEMBER 1980

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
FABRICATION JOBS (34–36)											
34. *Machine Operator*	534	582	1733	543	808	272	344	133	31	1964	09134
First Quartile	3.93	5.70	4.75	5.03	5.53	-	4.64	5.13	-	3.39	4.26
Median	5.44	6.11	5.09	5.11	5.80	OVER 8.50	5.24	5.57	5.75	3.72	5.07
Third Quartile	6.75	7.19	5.17	5.18	6.65	-	6.52	5.80	-	4.32	5.59
1979 Median	3.77	4.93	4.57	4.36	4.93	3.52	5.60	-	-	3.45	4.47
35. *Assembler*	1185	211	152	1045	328	273	443	442	-	444	44933
First Quartile	5.61	6.31	3.92	4.20	5.12	3.60	3.94	3.09	-	3.32	3.97
Median	5.76	7.62	4.12	4.34	6.25	4.10	4.32	3.16	-	3.50	5.87
Third Quartile	5.91	8.25	4.42	4.44	6.78	OVER 8.50	4.48	4.36	-	3.76	5.93
1979 Median	3.85	6.91	3.78	3.85	7.09	3.48	4.38	-	-	3.33	6.12
36. *Material Handler*	104	-	11	153	236	32	304	11	11	172	10124
First Quartile	4.16	-	-	4.87	4.87	-	3.70	-	-	3.27	3.76
Median	4.50	-	4.12	6.21	5.75	OVER 8.50	3.80	6.25	6.75	3.48	5.82
Third Quartile	5.41	-	-	6.35	5.99	-	5.33	-	-	3.77	6.12
1979 Median	4.38	-	5.38	3.77	7.16	3.68	6.05	3.90	-	3.43	6.48
INSPECTION JOBS (37–38)											
37. *Chief Inspector (Working)*	66	33	66	115	2814	94	22	21	44	33	7448
First Quartile	-	-	-	4.79	6.11	5.50	-	-	-	-	5.04
Median	6.00	5.75	6.75	4.95	6.50	OVER 8.50	6.75	6.00	7.08	6.21	6.23
Third Quartile	-	-	-	5.48	6.99	OVER 8.50	-	-	-	-	7.01
1979 Median	5.00	4.75	5.50	5.00	5.66	-	5.13	-	-	4.68	5.27
38. *Inspector*	9216	296	10611	6013	42652	8411	8911	187	93	6110	974140
First Quartile	4.11	4.54	4.54	4.56	5.27	4.64	5.08	4.69	-	4.62	4.71
Median	4.62	4.69	5.56	4.77	5.91	4.78	5.53	5.40	5.58	4.74	5.42
Third Quartile	5.25	6.06	6.72	4.96	6.33	5.37	6.39	6.20	-	5.18	6.18
1979 Median	4.03	4.58	5.33	4.53	5.41	4.19	5.57	-	-	14.36	4.98
SHIPPING & RECEIVING JOBS (39–43)											
39. *Foreman (Working)*	66	11	66	167	2720	33	74	86	43	87	8663
First Quartile	-	-	-	5.25	6.69	-	6.25	6.60	-	6.50	5.91
Median	6.25	7.75	7.17	5.56	7.11	5.96	7.49	6.95	7.08	7.25	6.85
Third Quartile	-	-	-	6.10	7.49	-	OVER 8.50	7.75	-	7.99	7.53
1979 Median	6.42	7.75	6.75	4.47	6.33	6.38	6.38	-	-	6.75	6.35

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SRI LABOR SURVEY - SEPTEMBER 1980

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
40. SHIPPER-MATERIAL HANDLER	5715	155	12315	7918	32946	2412	9415	5513	146	287	818152
First Quartile	4.92	4.60	5.26	4.35	5.87	5.27	5.74	4.85	5.65	4.35	5.23
Median	6.75	5.12	5.68	4.74	6.41	5.47	6.67	5.58	6.50	4.87	5.96
Third Quartile	OVER 8.50	5.46	6.09	5.62	7.26	6.75	7.50	5.84	7.12	5.50	6.81
1979 Median	4.32	4.47	5.29	4.21	5.87	4.79	5.17	-	-	4.67	5.28
41. Packer	316	386	1639	14310	68426	485	174	384	853	245	127178
First Quartile	3.35	3.11	4.78	3.54	4.55	4.81	4.08	4.08	5.03	3.40	4.31
Median	3.79	3.50	4.92	4.17	5.05	4.89	4.20	4.17	5.11	4.20	4.97
Third Quartile	OVER 8.50	4.39	5.71	4.50	6.59	4.98	4.47	4.23	5.18	4.71	5.89
1979 Median	4.25	3.80	5.01	4.55	4.75	3.91	3.97	-	-	3.59	4.53
42. Truck Operator	358	43	316	1811	5019	74	238	109	65	1610	20083
First Quartile	5.67	-	5.62	4.62	6.34	5.28	5.48	5.38	-	5.25	5.62
Median	6.75	6.50	5.82	6.18	6.86	5.36	6.78	6.40	7.25	5.71	6.41
Third Quartile	OVER 8.50	-	6.25	OVER 8.50	7.35	5.42	OVER 8.50	7.25	-	6.00	7.45
1979 Median	5.51	4.81	6.31	4.87	7.07	4.88	6.60	-	-	5.25	6.19
43. Clerk	32	63	105	87	4124	159	176	85	22	63	11666
First Quartile	-	-	6.15	3.90	5.61	4.41	6.04	5.32	-	-	5.18
Median	OVER 8.50	6.00	6.78	5.00	6.25	5.00	6.35	5.75	5.75	4.92	6.03
Third Quartile	-	-	7.81	5.37	7.55	6.00	6.58	6.10	-	-	6.80
1979 Median	4.46	-	6.06	4.87	5.47	4.69	5.58	-	-	4.87	5.28
MAINTENANCE JOBS (44-47)											
44. Foreman (Working)	66	-	85	155	2618	44	63	85	44	75	8455
First Quartile	-	-	7.08	6.37	6.69	-	-	7.30	-	6.37	6.92
Median	7.75	-	7.79	7.25	8.13	8.50	OVER 8.50	7.82	8.33	8.25	8.03
Third Quartile	-	-	OVER 8.50	8.25	OVER 8.50	-	-	8.50	-	8.50	OVER 8.50
1979	7.50	-	8.00	6.68	6.67	6.88	8.00	-	-	OVER 8.50	7.25
45. Mechanic	8614	223	19719	7720	41360	4312	14115	4411	135	4310	1080171
First Quartile	6.09	5.87	6.51	5.10	6.73	5.88	7.43	5.84	8.20	5.88	6.43
Median	7.40	6.28	7.53	6.08	7.63	8.50	OVER 8.50	6.03	OVER 8.50	7.55	7.56
Third Quartile	OVER 8.50	6.81	8.00	7.15	7.99	OVER 8.50	OVER 8.50	6.47	OVER 8.50	OVER 8.50	7.96
1979 Median	5.83	6.11	6.35	5.96	6.94	7.59	6.75	-	-	7.25	6.57
46. Electrician	5210	104	358	87	9328	138	446	64	44	32	26881
First Quartile	7.28	6.62	6.95	4.75	7.79	7.32	OVER 8.50	-	-	-	7.48
Median	OVER 8.50	7.25	8.12	6.75	OVER 8.50	8.25	OVER 8.50	5.90	OVER 8.50	OVER 8.50	OVER 8.50
Third Quartile	OVER 8.50	7.58	8.43	7.83	OVER 8.50	OVER 8.50	OVER 8.50	-	-	-	OVER 8.50
1979 Median	6.31	6.29	7.80	6.90	7.78	6.75	7.00	-	-	OVER 8.50	7.61

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SRI LABOR SURVEY - SEPTEMBER 1980

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
47. *Helper-Trainee*	126	22	84	247	3615	83	636	33	-	74	16350
First Quartile	5.00	-	5.37	4.50	6.12	5.14	7.44	-	11	4.63	5.94
Median	8.50	5.25	6.62	7.04	6.70	5.37	7.67	5.41	-	5.00	6.87
Third Quartile	OVER 8.50	-	6.87	7.28	7.17	6.75	7.83	-	6.75	5.83	7.80
1979 Median	4.25	4.79	5.50	4.25	6.33	5.50	5.85	-	-	5.37	5.85
TOOL ROOM JOBS (48-54)											
48. *Foreman (Working)*	54	21	55	33	77	76	65	61	22	33	4637
First Quartile	-	-	-	-	7.37	7.00	-	-	-	-	OVER 8.50
Median	8.50	OVER 8.50	OVER 8.50	7.75	OVER 8.50	OVER 8.50	OVER 8.50	OVER 8.50	OVER 8.50	OVER 8.50	OVER 8.50
Third Quartile	-	-	-	-	OVER 8.50	OVER 8.50	-	-	-	-	OVER 8.50
1979 Median	8.33	-	OVER 8.50	7.25	OVER 8.50	OVER 8.50	OVER 8.50	-	-	OVER 8.50	OVER 8.50
49. *Mold/Die Designer*	21	-	-	32	65	43	-	-	22	11	1814
First Quartile	-	-	-	-	-	-	-	-	-	-	5.23
Median	7.50	-	-	5.13	8.25	OVER 8.50	-	-	OVER 8.50	OVER 8.50	8.48
Third Quartile	-	-	-	-	-	-	-	-	-	-	OVER 8.50
1979 Median	6.50	-	OVER 8.50	4.49	7.38	-	-	-	-	OVER 8.50	8.33
50. *Mold Maker/Lead Man*	32	22	75	63	1110	43	33	11	22	-	3931
First Quartile	-	-	OVER 8.50	-	7.75	-	-	-	-	-	7.75
Median	OVER 8.50	7.50	OVER 8.50	7.33	OVER 8.50	OVER 8.50	OVER 8.50	OVER 8.50	8.25	-	OVER 8.50
Third Quartile	-	-	OVER 8.50	-	OVER 8.50	-	-	-	-	-	OVER 8.50
1979 Median	7.42	OVER 8.50	OVER 8.50	-	4.88	-	OVER 8.50	-	-	OVER 8.50	OVER 8.50
51. *Mold Maker*	276	164	93	175	8316	296	497	42	94	184	26157
First Quartile	6.28	6.79	OVER 8.50	5.37	8.25	OVER 8.50	OVER 8.50	-	OVER 8.50	OVER 8.50	7.78
Median	7.22	7.25	OVER 8.50	6.75	OVER 8.50	OVER 8.50	OVER 8.50	OVER 8.50	OVER 8.50	OVER 8.50	OVER 8.50
Third Quartile	7.83	7.78	OVER 8.50	8.09	OVER 8.50	OVER 8.50	OVER 8.50	-	OVER 8.50	OVER 8.50	OVER 8.50
1979 Median	6.54	6.90	OVER 8.50	7.30	OVER 8.50	OVER 8.50	OVER 8.50	-	-	OVER 8.50	OVER 8.50
52. *Mold Repair Man*	186	32	153	234	5731	54	144	11	43	22	14260
First Quartile	5.93	-	7.99	7.90	6.45	-	6.75	-	-	-	6.76
Median	6.92	6.25	8.18	8.18	8.10	OVER 8.50	OVER 8.50	7.25	7.75	7.25	8.03
Third Quartile	7.79	-	8.38	8.39	OVER 8.50	-	OVER 8.50	-	-	-	OVER 8.50
1979 Median	5.50	6.75	7.25	4.87	6.41	OVER 8.50	6.00	-	-	OVER 8.50	6.83
53. *Machinist*	279	204	3210	2911	8918	208	104	313	22	75	26774
First Quartile	6.17	7.00	7.67	5.34	7.97	5.07	7.00	7.03	-	OVER 8.50	6.89
Median	7.12	7.81	8.33	6.33	OVER 8.50	7.25	OVER 8.50	7.20	OVER 8.50	OVER 8.50	7.91
Third Quartile	OVER 8.50	8.30	OVER 8.50	8.07	OVER 8.50	8.00	OVER 8.50	7.36	-	OVER 8.50	OVER 8.50
1979 Median	7.17	7.75	7.67	5.85	7.25	OVER 8.50	8.11	-	-	OVER 8.50	7.29

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SR LABOR SURVEY - SEPTEMBER 1980

HOURLY EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
54. *Apprentice*	96	94	96	83	4315	53	75	61	42	85	10850
First Quartile	5.07	3.90	4.62	5.12	6.17	-	5.87	-	-	6.09	5.21
Median	5.32	4.87	5.75	5.70	6.85	5.42	8.25	6.25	7.75	7.50	6.06
Third Quartile	5.43	5.13	6.87	5.90	7.72	-	OVER 8.50	-	-	OVER 8.50	7.32
1979 Median	5.00	5.12	5.34	5.24	6.50	6.75	7.75	-	-	4.49	5.51
MISCELLANEOUS JOBS (55-56)											
55. *General Hand Labor Trainee*	235	72	576	345	59213	456	103	614	11	283	85848
First Quartile	4.67	4.71	5.32	3.31	5.58	4.26	5.81	4.52	-	5.00	5.52
Median	4.87	6.12	5.70	3.40	5.73	4.61	6.12	4.73	5.12	6.65	5.69
Third Quartile	8.21	6.37	7.10	4.37	5.87	5.17	6.37	4.97	-	6.83	5.90
1979 Median	4.56	3.95	5.13	4.15	5.13	4.63	5.30	-	-	4.37	5.08
56. *Porter-Janitor, etc.*	5117	43	6217	2413	14442	229	3013	43	11	138	355126
First Quartile	4.62	-	4.74	4.06	4.95	4.28	4.62	-	-	3.61	4.54
Median	8.03	4.87	5.33	4.33	5.82	4.95	5.50	5.24	4.12	4.22	5.47
Third Quartile	8.27	-	5.59	4.62	6.54	5.91	6.15	-	-	4.70	6.59
1979 Median	4.08	4.87	4.53	3.87	6.13	4.38	4.22	-	-	4.31	4.84

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SALARIED EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
1. *Compression*	63	83	106	31	5916	93	21	22	-	43	10338
First Quartile	-	1237	1262	-	1317	1483	-	-	-	-	1300
Median	1125	1300	1450	1325	1506	1599	OVER 1600	OVER 1600	-	OVER 1600	1512
Third Quartile	-	1600	OVER 1600	-	OVER 1600	OVER 1600	-	-	-	-	OVER 1600
1979 Median	1050	OVER 1600	1500	-	1421	1425	-	-	-	OVER 1600	1427
2. *Injection*	4613	113	326	427	13626	348	429	53	22	437	39384
First Quartile	1044	1095	1400	1388	1352	1515	OVER 1600	-	-	1075	1338
Median	1250	1325	OVER 1600	1563	1575	OVER 1600	OVER 1600	1275	OVER 1600	OVER 1600	1600
Third Quartile	OVER 1600	1510	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	-	-	OVER 1600	OVER 1600
1979	1217	1462	1529	1325	1529	1600	OVER 1600	-	-	1600	1505
3. *Blow Molding*	102	-	-	-	827	-	31	81	62	83	11716
First Quartile	1506	-	-	-	OVER 1600	-	-	1425	-	1250	1578
Median	1593	-	-	-	OVER 1600	-	OVER 1600	1600	OVER 1600	1487	OVER 1600
Third Quartile	OVER 1600	-	-	-	OVER 1600	-	-	OVER 1600	-	1600	OVER 1600
1979 Median	1282	OVER 1600	OVER 1600	1115	1538	1275	1550	-	-	1375	1529
4. *Extrusion*	93	32	4610	337	6416	93	174	316	41	32	21954
First Quartile	1512	-	1287	1228	1477	OVER 1600	OVER 1600	1239	-	-	1384
Median	OVER 1600	OVER 1600	1488	1424	1591	OVER 1600	OVER 1600	1450	OVER 1600	OVER 1600	1525
Third Quartile	OVER 1600	-	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	-	-	OVER 1600
1979 Median	OVER 1600	-	1530	1354	1336	1550	1481	-	-	-	1392
5. *Reinforced*	-	-	31	82	218	11	11	83	22	32	4720
First Quartile	-	-	-	1113	1481	-	-	1521	-	-	1489
Median	-	-	OVER 1600	1515	1558	OVER 1600	OVER 1600	OVER 1600	1475	OVER 1600	1592
Third Quartile	-	-	-	1562	OVER 1600	-	-	OVER 1600	-	-	OVER 1600
1979 Median	-	-	1550	1425	1450	-	OVER 1600	-	-	1550	1500
6. *Thermoforming*	-	-	123	21	91	-	-	-	42	-	277
First Quartile	-	-	1400	-	-	-	-	-	-	-	1533
Median	-	-	1450	1475	OVER 1600	-	-	-	OVER 1600	-	OVER 1600
Third Quartile	-	-	1550	-	-	-	-	-	-	-	OVER 1600
1979 Median	1550	-	-	1375	1542	-	1425	-	-	-	1458
7. *EPS Foam*	72	82	-	214	155	22	43	43	-	-	6121
First Quartile	1195	OVER 1600	-	1175	1200	-	-	-	-	-	1275
Median	1264	OVER 1600	-	1500	1417	1600	OVER 1600	1600	-	-	1560
Third Quartile	1291	OVER 1600	-	OVER 1600	OVER 1600	-	-	-	-	-	OVER 1600
1979 Median	1219	OVER 1600	1192	1375	1250	OVER 1600	1600	-	-	1550	1425

KEY. 21 means 2 employees in 1 company
173 means 17 employees in 3 companies

SRI LABOR SURVEY – SEPTEMBER 1980

SALARIED EMPLOYEES

JOB CLASSIFICATION	REGION 1	REGION 2	REGION 3	REGION 4	REGION 5 & 6	REGION 7	REGION 8	REGION 9 & 10	REGION 11 & 12	REGION 13	NATIONAL
8. *Finishing*	187	33	64	166	5723	97	65	11	11	11	11858
First Quartile	1092	-	-	1300	1353	OVER 1600	-	-	-	-	1325
Median	1367	1325	1450	1400	1543	OVER 1600	1600	1225	1425	OVER 1600	1548
Third Quartile	1593	-	-	OVER 1600	OVER 1600	OVER 1600	-	-	-	-	OVER 1600
1979 Median	1025	1392	1263	1335	1363	OVER 1600	1550	-	-	1475	1340
9. *Fabrication*	22	112	41	72	54	-	53	105	11	92	5422
First Quartile	-	1391	---	1233	-	-	-	OVER 1600	-	1043	1369
Median	OVER 1600	OVER 1600	OVER 1600	1275	OVER 1600	-	OVER 1600	OVER 1600	OVER 1600	1149	OVER 1600
Third Quartile	-	OVER 1600	-	OVER 1600	-	-	-	OVER 1600	-	1191	OVER 1600
1979 Median	1475	1375	1525	1417	1432	-	OVER 1600	-	-	1175	1424
10. *Inspection*	2111	55	95	158	4627	44	128	98	33	107	13486
First Quartile	1025	-	1112	1183	1355	-	1450	1275	-	1125	1207
Median	1083	1425	1275	1237	1564	1500	OVER 1600	1550	OVER 1600	1337	1432
Third Quartile	1443	-	1441	1312	OVER 1600	-	OVER 1600	OVER 1600	-	1550	OVER 1600
1979 Median	1450	1600	1250	1241	1600	1375	1575	-	-	1600	1422
11. *Shipping and Receiving*	1914	54	1710	2311	5836	75	119	118	43	64	161104
First Quartile	1275	-	1312	1217	1375	1367	1531	1475	-	-	1345
Median	1475	1425	1507	1245	1564	1550	OVER 1600	1600	OVER 1600	OVER 1600	1544
Third Quartile	OVER 1600	-	OVER 1600	1591	OVER 1600	OVER 1600	OVER 1600	OVER 1600	-	-	OVER 1600
1979 Median	1217	1225	1300	1375	1507	1442	1425	-	-	1375	1379
12. *Maintenance*	308	55	1612	1613	6839	85	2712	1110	65	92	196111
First Quartile	OVER 1600	-	1350	1512	1544	1550	OVER 1600	1567	-	OVER 1600	1578
Median	OVER 1600	OVER 1600	1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600
Third Quartile	OVER 1600	-	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	-	OVER 1600	OVER 1600
1979 Median	1575	OVER 1600	OVER 1600	1449	1593	OVER 1600	OVER 1600	-	-	OVER 1600	OVER 1600
13. *Tool Room*	109	85	337	76	2822	66	54	33	43	53	10968
First Quartile	1437	OVER 1600	OVER 1600	1345	1600	-	-	-	-	-	OVER 1600
Median	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600
Third Quartile	OVER 1600	OVER 1600	OVER 1600	OVER 1600	OVER 1600	-	-	-	-	-	OVER 1600
1979 Median	1334	OVER 1600	OVER 1600	1600	OVER 1600	OVER 1600	OVER 1600	-	-	OVER 1600	OVER 1600

KEY. 21 means 2 employees in 1 company
173 means 17 employees in 3 companies

The Society of the
Plastics Industry, Inc.

355 Lexington Avenue
New York, New York 10017
(212) 573-9400

JOB DESCRIPTIONS FOR PLASTICS MANUFACTURING PLANTS

These revised descriptions have been prepared under the direction of the SPI Financial Management Committee. They are provided to indicate examples of typical work requirements in plants engaged in blow molding, compression molding, injection molding, extrusion, and reinforced plastics. The job descriptions are not intended and should not be used to restrict an employee to only one category of work. These are composite job descriptions based on individual classifications received from many manufacturing plants. The qualifications of the individual for the jobs listed are not shown.

SEPTEMBER 1980

Supercedes September 1979 Job Descriptions

MOLDING AND EXTRUSION

1. **WORKING FORMAN (Hourly Paid Supervisors)** — *Columns 1, 2, 3, 11, 15, 22, 28 and 48.
Supervises, instructs, directs and trains Molding department personnel in the proper performance of their duties. Sets and adjusts operating conditions. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Other duties might include routine equipment maintenance, giving relief and lunch breaks, supplying material to the press, housekeeping and performing duties of lower molding classifications, as required.

2. **SETUP MAIN AND/OR TROUBLE SHOOTER** — Columns 4, 12, 16 and 23
Sets up molds in presses so that presses are ready for production when setup is completed. Removes mold and auxiliary equipment from press, sets next mold, locates and fastens on press, sets ejection, sets and adjusts to prescribed stroke, changing piping as required. Sets and adjusts machine controls. Sets up and prepares auxiliary equipment such as insert loaders, material loaders, shrink frames, pre-heaters, finishing tools and checks operation of press. Operates under detailed instructions and specifications but requires considerable ingenuity to improvise and adapt when necessary. May instruct trainees who assist him in mold and equipment changes and setups.

   Works closely with shift foreman and is capable of assuming temporary supervisory responsibilities in the absence of the foreman. Diagnoses and corrects problems in set-up and operation of molds, presses and other equipment. Sets and periodically adjusts machines operating conditions. May perform routine maintenance, give breaks, fill hoppers or set molds as required.

3. **MACHINE OPERATOR (Injection, Compression, Blow Molding)** — Columns 5, 7, 8 and 24.
Operates under close supervision of foreman in handling molded parts from a machine. Usual duties may include removing parts from the press, loading inserts in the mold, removing inserts from the part, inspection, de-gating, grinding runners and inspecting parts, removing flash and performing a variety of minor finishing operations. May also pack finished parts, clean around press, fill hoppers and keep production and spoilage records.

   In general, employee in an "Operator" classification will *NOT* make machine or mold adjustments.

4. **COMPRESSION PREFORM MACHINE OPERATOR** — Column 6
Sets up and adjusts a variety of dies in automatic preform machines to produce pills of proper weight, hardness and dimension. Maintains preform machines by lubrication, cleaning and adjustment. Determines need for die repair. Adjusts dies and machines to maintain proper quality. Works under some supervision. Keeps production records.

5. **FLOOR MAN (Floor Boy)** — Column 10
Handles raw materials in production departments. Moves resin and color to proper press, mixes colors, fills hoppers. Locates and sets up shipping container, labels and cartons. May weigh bulk packaged items; grind or otherwise dispose of rejected parts, give breaks or clean up around press. Also may keep inventory records, sample material for testing supply operators with necessary tools, gloves, fixtures etc. as needs dictate. In smaller plants may handle the receipt and orderly warehouse storage of raw materials.

6. **MATERIAL MAN** — Columns 9, 14, 27 and 36
In charge of all raw material warehousing. Sees that materials needed for daily production are set out in proper areas and available to production department. Mixes, blends or colors raw materials as required. Returns unused raw material to proper location in warehouse.

7. **EXTRUSION OPERATOR** — Column 13.
Sets up and operates dies, extrusion machines, and auxiliary equipment on any type of die with a little or some supervision. Requires ability to vary prescribed operating conditions as necessary to produce quality parts. Works with a variety of extrusion materials. Changes and adjusts operating conditions such as heat, pressure, screw and conveyor speed, and cooling system to maintain proper quality. Fills hopper and lubricates and cleans machines. Keeps production records.

8. **REINFORCED PLASTICS OPERATOR** — Column 17.
Operates molds and equipment used in molding reinforced plastics. Prepares molding equipment for operation. May prepare reinforcing medium and resin for molding. Loads reinforcing medium and resin or premix charges of prescribed amount into molding equipment. Carries out prescribed molding cycles. Makes minor adjustments to equipment, charge and/or cycle to obtain a quality product. Unloads part from molding equipment. May also perform finishing operations such as trimming, sawing, sanding, drilling etc. Keeps production records.

9. **REINFORCED FIBERGLASS PREFORM MACHINE OPERATOR** — Column 18.
Operates preform machine after setups are completed. Loads materials to machine. Removes preforms from forming machines and transfers same to drying oven. May also operate automatic preform equipment with integral ovens. Checks weight and uniformity of preform periodically and makes adjustments to feed and spray mechanisms. Removes preforms from oven and inspects. Works under supervision. Keeps production records.

10. **REINFORCED PLASTICS FABRICATOR** — Column 19.
Fabricator operates a variety of small and and power tools to lay out and fabricate components and structures. May operate spray-up equipment in applying reinforcing material and resin to molds or alternately use hand lay-up techniques. Works from blueprints or follows prescribed procedures. May perform finishing operations.

11. **REINFORCED PLASTICS PULTRUDER OPERATOR** — Column 20.
Pultruder operator sets up and operates pultrusion machine which draws continuous glass strands through resin bath, gathering device and dielectric preheat unit which provides heat throughout the operation and then through a heated die to complete the cure of the desired shape. Operator cuts shape to desired lengths from the continuous process.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 42

12. **REINFORCED PLASTICS FILAMENT WINDER OPERATOR** — Column 21.
Sets up and operates a filament winding machine in which continuous strands or bands of reinforcing material are drawn through a resin bath and wound on to a mandrel (mold), from a traversing carriage which passes from end to end of the mandrel. Checks band lay-out and width during operation. Removes excess resin and air from resin with rollers, cures and cuts product to desired length.

EPS FOAM

13. **FOAM SHOP OPERATOR** — Column 25.
Sets up and operates molding equipment, wire cutters, and all fabricating equipment. Responsible for all billet cutting.

14. **MOLD OPERATOR** — Column 26.
Sets up and operates pre-expanders and molds, establishes cycles, maintains records, and performs minor maintenance on machine. Responsible for producing and packing a quality part.

FINISHING

15. **FINISHER—GENERAL** — Column 29.
Operates a variety of small hand and bench tools to remove flash, clean holes, polish edges, drill and tap holes, remove gates, etc. Performs a variety of simple hand operations such as painting, wiping, assembling, scraping, filling. Equipment includes files, scrapers, drill presses, sanding machines, bench lathes, etc. Follows prescribed methods under supervision. Inspects and gauges parts as prescribed. Makes simple tool changes. May select, count, bulk pack, wrap parts of assemblies. Keeps production records.

16. **PAINTER & SPRAYER** — Column 30.
Operates spray painting equipment in the coating of plastic parts with a variety of finishes. Adjusts air pressure and nozzle to provide proper quality. May operate with fixtures, jigs, masks as required. Cleans equipment. Inspects work and changes operating conditions to maintain quality. Follows prescribed methods with some supervision. Keeps production records.

17. **BUFFING OPERATOR** — Column 31.
Performs polishing and buffing operations on a variety of molded parts to remove rough edges, file marks, scratches, etc. and to provide required finish. Makes up and changes wheels and applies proper compound. Follows specific instructions but uses care and some judgment to manipulate work to meet quality requirements. Operates under supervision. Keeps production records.

18. **TUMBLING OPERATOR** — Column 32.
Operates one or more tumbling barrels or wheelabrators to remove flash from molded parts. Loads parts and wood pegs, balls, sawdust and abrasive or polishing material into barrel. Operates barrels at prescribed speeds and for proper cycle. Removes parts, separating them from tumbling materials. Avoids mixing parts. Moves materials to and from tumbling area. Operates under detailed instructions. Keeps production records.

19. **SETUP MAN—FINISHING & PAINTING** — Column 33.
Sets up and adjusts a variety of finishing equipment such as multiple spindle drill presses, multiple unit drill presses, tapping heads, attachments, and machines, lathes, sanding and polishing machines, shearing and punching equipment, painting, imprinting, buffing and grinding equipment. Sets up for hand operations such as filing, sanding and scraping. Checks for quality, or sets up and adjusts a variety of paint spraying, coating, and printing equipment. Prepares paints and other coatings to cover various types of plastics. Maintains and cleans equipment. Requires knowledge of paints, lacquers, thinners, oils, and related materials. Requires ability to match colors. Checks for quality. May instruct operators in proper methods.

FABRICATION

20. **MACHINE OPERATOR** — Column 34.
Operates such support equipment as punch press, rivetor, clincher, and drill press.

21. **ASSEMBLER** — Column 35.
Assembles components to produce production assemblies. May include some inspection bench work along with assembly.

INSPECTION

22. **CHIEF INSPECTOR (Working)** — Column 37.
Responsible for the interpretation and enforcement of quality standards as established by Standards Division. Directs and instructs the various inspectors assigned to the press and finishing sections. Analyzes complaints and rejections, determines the cause and initiates preventive measures, such as special inspection or, if necessary, stops production until corrective action has taken place. Responsible for special gauges and assists in the design of same. Instructs personnel in their proper use. Checks inter-plant rejects, die inspection reports and approves the acceptance of all inserts and accessories. Prepares statistical reports of the mold and subsequent operations.

23. **INSPECTOR** — Column 38.
Inspects and gauges a variety of molded, finished and assembled plastic parts. Checks for and diagnoses defects such as blisters, cracks, defective finish, excessive flash, missing or displaced inserts. Inspects and gauges finished parts for proper drilling and tapping, deflashing, polishing, assembling, and machining. May perform 100% inspection or statistical sampling as directed. Follows prescribed methods and utilizes equipment as directed. Refers questionable conditions to supervisors but works with a minimum of supervision. May perform finishing operations to correct rejected parts.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 42

SHIPPING AND RECEIVING

24. FOREMAN (Working) — Column 39.
Exercises overall supervision over operation of department to ship and receive materials and products. Responsible for receiving, checking and recording all incoming shipments. Responsible for proper and safe packing, economical and efficient routing, proper marking of shipments, preparation and inclusion of necessary packing slips and bills of lading. Responsible for working conditions, discipline, and morale in his department. Interprets and administers management policies and decisions. Responsible for accurate records.

25. SHIPPER—MATERIAL HANDLER — Column 40.
Moves raw materials and molded parts and packing materials to prescribed departments and locations. Uses hand and power trucks, hoists and other equipment. Loads and unloads trucks or freight cars. He may count, weigh and record when necessary.

26. PACKER — Column 41.
Selects, counts, bulk packs, or wraps parts or assemblies and other materials. Makes up cartons, seals and marks, inserts protective packing material. Trucks parts and packed cartons. Attaches and inserts packing slips, bills of lading, postage, as necessary. Wraps and crates shipments. May unpack and handle incoming shipments, Verifies shipments and receiving against packing slips and bills of lading. Keeps accurate production records.

27. TRUCK OPERATOR — Column 42.
Operates truck to transport raw materials, finished parts, and other materials between plant, warehouses, freight stations and other designated places. Loads and unloads truck. Prepares and checks necessary receipts, records and reports. Observes necessary safety precautions. May make minor repairs and performs minor maintenance on truck and other equipment.

28. CLERK — Column 43.
Receives incoming material, checking, counting, weighing to compare packing slips and bills of lading with purchase orders and requisitions. Records all incoming materials, reports shortages and damages, and routes materials and papers to proper destination. checks and records outgoing shipments. Prepares and uses proper packing slips and bills of lading. Addresses and routes shipments as directed. Maintains shipping and receiving records.

MAINTENANCE

29. FOREMAN (Working) — Column 44.
Exercises overall supervision over operation of department to maintain buildings and equipment in satisfactory condition, and makes repairs as necessary. Plans and operates preventive maintenance program. Responsible for plant utilities and power plant. Provides janitor service. May act as plant safety coordinator. Responsible for working conditions, discipline, and morale in department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

30. MECHANIC — Column 45.
Keeps machinery, equipment and plant structure in operating condition. Maintains and installs piping, fittings, valves, gauges, traps, and all types of controls for high and low pressure hydraulic systems and steam and air lines. Performs carpentry and sheet metal work in fabricating and repairing benches, guards, boxes, trays, partitions, etc. Prepares locations and foundations. Lubricates machines and equipment and performs other plant maintenance work as required. Works under supervision.

31. ELECTRICIAN — Column 46.
Installs, maintains, repairs and adjusts a variety of electrical equipment such as motors, lighting circuits, power lines, fixtures, switches and controls. Performs routine maintenance and repairs on high frequency preheaters. Diagnoses and corrects difficulties to minimize production interruptions. Operates under supervision.

TOOLROOM

32. FOREMAN (Working) — Column 48.
Exercises overall supervision over operation of department to construct, alter, maintain and repair molds, dies, jigs and fixtures, tools and other equipment. Plans work of department to meet production schedules. Controls quality of work in Tool Room and indirectly in production departments. Responsible for working conditions, discipline, and morale in his department. Directs and trains junior supervisors and delegates responsibility and authority. Interprets and administers management policies and decisions.

33. MACHINIST — Column 53.
Operates such equipment as lathes, grinders, milling machines, radial drill presses, shapers and planers.

MISCELLANEOUS

34. GENERAL HAND, LABOR TRAINEE — Columns 47 and 55.
Can be assigned to perform any task in manufacturing shop activities not covered by skilled classification; helper assigned to classified employee. Classified as General Labor or Trainee in Union Contract.

35. PORTER—JANITOR, etc. — Column 56.
Cleans, sweeps, scrubs, mops, and dusts factory areas and offices. Keeps rest rooms in order. Washes windows, sweeps sidewalks, shovels snow, cuts grass, maintains grounds. Removes scrap, waste material and performs other miscellaneous tasks. Works under specified routine or explicit direction.

*Column numbers correspond to Job Titles on the Labor Survey Questionnaire No. 42.

CONFIDENTIAL

1980
LABOR SURVEY NO. 42
PLASTICS PROCESSING COMPANIES

EFFECTIVE DATE OF THIS SURVEY SEPTEMBER 30, 1980

PART ONE — INSTRUCTIONS

GENERAL

1. Carefully study the Job Titles and Descriptions enclosed BEFORE attempting to complete this questionnaire. These descriptions are general by necessity since no standard now exists. There is wide variation in job responsibilities according to company size and type of business as well as between geographical locations. Please use your best judgment.

2. Analyze each of your jobs. Determine the principal and primary characteristics of each job upon which the wage rate(s) for that job were established. Report all employees whose characteristics match the job description according to wage paid.

3. Do not report any employee whose job is so unusual or non-standard in your company as to distort the reporting schedule. Do not report part-time employees or other temporary personnel.

4. Average Hourly Rate is the same as the straight time hourly rates (Base Rate) paid exclusive of premium pay for overtime, weekend work, holidays, shift differentials, and incentives. Do not include bonus payments that are *NOT* part of regular earnings; e.g. Christmas bonus. Regularly recurring bonuses, such as production bonuses, should be included.

TURNOVER STATISTICS

"Turnover" is defined as the number of new employees hired to replace employees who have quit or been terminated, divided by the average permanent plant staffing for the year. A plant which started the year with 100 employees, then hired 50 employees as replacements during the year and ended the year with 100 employees had a 50% "Turnover". Do not include employees hired for temporary assignments such as vacation fill-ins, etc. See question 21 on page 6.

HOW TO REPORT

Report number of employees by plant for each job according to nearest Hourly Rate as of **September 30, 1980—the effective date of this survey.**

1. The horizontal lines crossing the vertical job columns are for inserting the number of employees being reported by the hourly rate paid for each job. Example: You pay five injection molders (job title col. "8") $3.60 hourly and four injection molders $3.65 hourly. Insert the figure "9" in vertical column "8" on horizontal line "K" (3.60-3.79). The same method applies to all jobs you report. Do not use check marks, X's or tally marks. Use Arabic (1,2,5,7, etc.) numerals only.

2. Add the number of employees vertically in each job Column and place sum in "total" box at the bottom (last line). Add the number of employees horizontally by rate line and place sum in total column at the right of tabular form (last column). Cross-check your footings across and down to see that the totals are equal.

PREPARE SEPARATE QUESTIONNAIRES FOR EACH PLANT

Please complete a separate questionnaire for each establishment. An establishment (plant), for purposes of this survey, is defined as a single physical location where industrial operations are performed. An establishment is not necessarily identical with the company, which may consist of one or more establishments.

WHEN AND WHERE TO RETURN

This questionnaire is to be returned to Dr. Ernest Kurnow, Professor of Business Statistics, Graduate School of Business Administration, New York University, 100 Trinity Place, New York, N.Y. 10006 in the self-addressed envelope enclosed. Please return the completed questionnaire by October 17th, 1980. Retain one copy for your records.

FINAL REPORT

As in the past, the final industry report will automatically be made available to participants ***providing they have completed the enclosed Report Mailing Card.*** All figures of individual companies will be held in strict confidence.

Return not later than October 17, 1980
THE SOCIETY OF THE PLASTICS INDUSTRY, INC.
355 LEXINGTON AVENUE • NEW YORK, N.Y. 10017

PART TWO — NUMBER OF HOURLY EMPLOYEES BY JOB TITLE

PROCESS OR DEPARTMENT	MOLDING										EXTRUSION				REINFORCED PLASTICS							THERMO-FORMING			EPS FOAM		
JOB TITLE	Foreman (comp. working)	Foreman (inj. working)	Foreman (blow-mold. working)	Set up Man - Troubleshooter	Compression Transfer Molding Operator	Compression Preform Molder	Injection Molding Operator	Blow Molding Operator	Material Man	Floor Man	Foreman (working)	Set up Man - Troubleshooter	Extrusion Operator	Material Man	Foreman (working)	Set up Man - Troubleshooter	Reinforced Plastics Operator	Reinforced Plastics Preform Operator	Reinforced Plastics Fabricator	Reinforced Plastics Pultruder Oper.	Reinforced Plastics Filament Winder Operator	Foreman (working)	Set up Man - Troubleshooter	Thermoforming Press Operator	Foam Shop Operator	Mold Operator	Material Man
HOURLY RATE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27
A Below $2.39																											
B 2.40 – 2.49																											
C 2.50 – 2.59																											
D 2.60 – 2.69																											
E 2.70 – 2.79																											
F 2.80 – 2.89																											
G 2.90 – 2.99																											
H 3.00 – 3.19																											
I 3.20 – 3.39																											
J 3.40 – 3.59																											
K 3.60 – 3.79																											
L 3.80 – 3.99																											
M 4.00 – 4.24																											
N 4.25 – 4.49																											
O 4.50 – 4.74																											
P 4.75 – 4.99																											
Q 5.00 – 5.24																											
R 5.25 – 5.49																											
S 5.50 – 5.99																											
T 6.00 – 6.49																											
U 6.50 – 6.99																											
V 7.00 – 7.49																											
W 7.50 – 7.99																											
X 8.00 – 8.49																											
Y 8.50 & Over																											
TOTAL EMPLOYEES																											

FINISHING						FAB-RICA-TION			INSPEC-TION		SHIPPING & RECEIVING					MAINTENANCE				TOOL ROOM							MIS-CELLA-NEOUS		TOTAL HOURLY EMPLOYEES
Foreman (working)	Finisher - General	Painter and Sprayer	Buffing Operator	Tumbling Operator	Set up Man - Troubleshooter	Machine Operator	Assembler	Material Handler	Chief Inspector (working)	Inspector	Foreman (working)	Shipper-Material Handler	Packer	Truck Operator	Clerk	Foreman (working)	Mechanic	Electrician	Helper - Trainee	Foreman (working)	Mold/Die Designer	Mold Maker/Lead Man	Mold Maker	Mold Repair Man	Machinist	Apprentice	General Hand, Labor Trainee	Porter-Janitor etc.	
28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	X

Note: Please list other hourly positions to be included in future surveys: _____

PART THREE – SALARIED EMPLOYEES

JOB TITLE	FIRST LINE SUPERVISORS, FOREMAN														
PROCESS OR DEPARTMENT	MOLDING			EXTRUSION	REINFORCED	THERMOFORMING	EPS FOAM	FINISHING	FABRICATION	INSPECTION	SHIPPING & RECEIVING	MAINTENANCE	TOOL ROOM	TOTAL SALARIED EMPLOYEES
	COMPRESSION	INJECTION	BLOW MOLDING											
MONTHLY BASE SALARY EXCLUDING OVERTIME	1	2	3	4	5	6	7	8	9	10	11	12	13	X
A Under – $650														
B 650 – 699														
C 700 – 749														
D 750 – 799														
E 800 – 849														
F 850 – 899														
G 900 – 949														
H 950 – 999														
I 1,000 – 1,049														
J 1,050 – 1,099														
K 1,100 – 1,149														
L 1,150 – 1,199														
M 1,200 – 1,249														
N 1,250 – 1,299														
O 1,300 – 1,349														
P 1,350 – 1,399														
Q 1,400 – 1,449														
R 1,450 – 1,499														
S 1,500 – 1,599														
T $1,600 & Over														
TOTAL EMPLOYEES														

Refer to page 5 For Instructions Before Completing

INSTRUCTIONS FOR COMPLETING PART THREE ON SALARIED FIRST LINE SUPERVISORS (See page 4)

A. Report number of salaried supervisors whose characteristics match the job title according to ***monthly*** base salary rate. Include all salaried first line supervisors paid weekly, semi-monthly or monthly. ***Exclude working foremen who are paid on an hourly basis.***

B. If a supervisor is non-exempt (eligible for overtime), monthly earnings should reflect average salary ***including*** overtime earnings.

C. Include supervisors who have combined shift and overall departmental responsibilities. Do not include general foremen having no shift responsibility.

D. Do not include compensation, such as profit sharing, Christmas bonus, etc. that are *NOT* part of regular earnings.

E. After completing Part Three on page 4, would you please answer the following questions:

1. Do you pay a Christmas Bonus to Salaried First Line Supervisors?
   ☐ Yes ☐ No
   If yes, on what basis? (Briefly explain) _____

2. Do you have profit sharing or other incentive bonus plans for Salaried First Line Supervisors?
   ☐ Yes ☐ No
   If yes, briefly describe the type and how paid. _____

3. Do you pay overtime to Shift Supervisors?
   ☐ Yes ☐ No
   If yes, on what basis? (Briefly explain) _____

PART FOUR — IDENTIFYING AND COROLLARY INFORMATION

Please answer on the basis of your plastics operations only.

A. PLANT & SHIFT STATISTICS

1. Number of *hourly* employees in this plant. _____

2. Number of hours this plant operates each week. (includes all shifts) _____Hours

3. Do you allow hourly employees daily rest periods?
   ☐ Yes ☐ No.
   If yes, how many minutes per period? _____ Minutes
   How many periods per shift? _____

4. Do you pay piece work to molders and finishers?
   Molders: ☐ Yes ☐ No
   Finishers: ☐ Yes ☐ No

5. How many shifts do you run?
   ☐ One ☐ Two ☐ Three

6. How many hours in each shift? _____Hours

7. Do You rotate shifts? ☐ Yes ☐ No

8. Do you pay shift premiums? ☐ Yes ☐ No
   If yes, how do you pay shift premiums?

	Cents Per Hour	% of Hourly Rate
Afternoon	_____	_____
Midnight	_____	_____

B. TYPE OF PROCESSOR

For purposes of special classification and more meaningful detail, please check the nature of your plastics processing business—

1. Type of business:
   ☐ Custom Processor ☐ Proprietary Processor
   ☐ Captive Processor

2. Type of processing:
   ☐ Blow Molding
   ☐ Compression/Transfer molding
   ☐ Calendering
   ☐ Casting
   ☐ Coating
   ☐ Extrusion
   ☐ Fabricating
   ☐ Foam Processing
   ☐ Injection Molding
   ☐ Laminating
   ☐ Reaction Injection Molding (RIM)
   ☐ Reinforced
   ☐ Rotational Molding
   ☐ Thermoforming
   ☐ Other (Describe _____

B. UNION STATISTICS

10. Is your shop unionized? ☐ Yes ☐ No
If unionized, give full name of union.
(Example: United Auto Workers, Glass Bottle Blowers, etc.)

11. What is the length of your present contract?

12. When does your present contract expire? (Date)

13. Does your present contract contain a wage reopener clause? ☐ Yes ☐ No

14. Does your present contract provide for cost-of-living increases? ☐ Yes ☐ No
If yes, please explain briefly:

C. VACATIONS, BONUS AND HOLIDAY STATISTICS FOR HOURLY EMPLOYEES

15. Which of the following comes closest to your vacation policy? (One check per line)

LENGTH OF VACATION	MINIMUM LENGTH OF SERVICE REQUIRED					
	1 Year	2 Years	3 Years	5 Years	10 Years	OVER 10 YEARS (SPECIFY)
1 Week						
2 Weeks						
3 Weeks						
4 Weeks						
Over 4 Weeks						

16. Did you pay hourly employees a Christmas bonus in 1979? ☐ Yes ☐ No
If yes, to what extent?
☐ Less than one week's earnings
☐ One week's earnings
☐ Two weeks earnings
☐ Other (Describe):

17. Please check which of the following were or will be paid full or half holidays:

1979			1980	
Full	Half		Full	Half
☐	☐	New Years Eve	☐	☐
☐	☐	New Years Day	☐	☐
☐	☐	Washington's Birthday	☐	☐
☐	☐	Good Friday	☐	☐
☐	☐	Memorial Day	☐	☐
☐	☐	Independence Day	☐	☐
☐	☐	Labor Day	☐	☐
☐	☐	Thanksgiving Day	☐	☐
☐	☐	Day After Thanksgiving	☐	☐
☐	☐	Christmas Eve	☐	☐
☐	☐	Christmas Day	☐	☐
☐	☐	Other (Describe Below):	☐	☐

18. If you have a specific paid sick day policy, how many days per year_____or days per year of service_____ are company paid?

19. Did your company have a paid lunch period in:
1979: ☐ Yes ☐ No
If yes, how long _____ (in minutes)?
1980. ☐ Yes ☐ No
If yes, how long _____ (in minutes)?

20. Regarding hourly employees, do you provide for (Place one check ✓ in each column) —

How Paid	Group Life Insurance	Dental	Medical Plans				Income Protection or Wage Indemnity Sickness & Accident	Pension Plan	Profit Sharing
			Basic		Major				
			Employee	Dependents	Employee	Dependents			
Paid by Co. in Full									
Co. and employee share									
Paid by employee in full									
No provisions for									

D. TURNOVER STATISTICS (Refer to page 1 for instructions)

21. What was your hourly employee percentage turnover for most recent calendar or fiscal year_____%

E. FRINGE BENEFITS—HOURLY EMPLOYEES ONLY

22. What was the average percentage of company paid fringe benefits to average hourly earnings for each of the following (Give percent to nearest tenth) for the most recent calendar or fiscal year:

_____F.I.C.A.
_____State Unemployment Comp.
_____Federal Unemployment Comp.
_____Overtime Premium
_____Paid Vacations
_____Workmen's Comp.
_____Paid Holidays
_____Paid Sick Days
_____Paid Funeral & Jury Duty Leave
_____Christmas Bonus (Or Gifts)
_____Paid Lunch Rest Periods
_____Paid Health & Insurance Plans
_____Shift Differential
_____Pension Plan
_____Profit Sharing
_____Other (Describe)_____
_____
_____**Total Paid Fringe Benefits**

23. From your company's point of view, what should the effective date of the annual Labor Survey be?_____
(DAY AND MONTH)

24. Recognizing that it takes about ten (10) weeks to complete the report from the deadline date for questionnaire returns, in what month would you prefer to receive the final report?_____
MONTH